



Benefits Summary for Benefits-Eligible Faculty and Staff

Insurance and Retirement

Medical Insurance

Effective first day of the month on or after your service date. Pre-tax premiums. Three PPO Plan Options: Core POS, Basic POS, and Plus POS and one High Deductible Health Plan (HDHP) partnered with a Health Saving Account (HSA). Coverage Options: Employee; Employee & Spouse; Employee & Child(ren); Family. Enrollment is optional.

Dental Insurance

Effective first day of the month on or after your service date. Pre-tax premiums. Two Plan Options: Dental HMO or Dental PPO. Coverage Options: Employee; Employee & Spouse; Employee & Child(ren); Family. Enrollment is optional.

Vision Insurance

Effective first day of the month on or after your service date. Pre-tax premiums. Coverage options: Employee; Employee & Spouse; Employee & Child(ren); Family. Plan provides benefits for eye exams, eyeglass lenses, frames or contact lenses. Enrollment is optional.

Flexible Spending Accounts

Effective first day of the month on or after your service date. You may contribute for unreimbursed medical (not covered by insurance) and/or dependent care expenses on a pre-tax basis. Enrollment is optional.

University Group Term Life and Accidental Death & Dismemberment (AD&D)

Effective first day of the month on or after your service date. Provided to employee at no cost. One times Base Salary Group Term Life and AD&D Insurance. University Group Term Life has a maximum coverage of \$250,000. Reductions apply at age 70. Enrollment is automatic. Dependent term life coverage \$5000 of is available. Enrollment is optional for your dependents.

Voluntary Term Life Insurance

Effective first day of the month on or after your service date. One to three times your annual base salary up to a maximum of \$500,000. Pre-tax premiums paid 100% by the employee. Reductions apply at age 70. Spouse coverage is available up to maximum of \$250,000. Child coverage of \$10,000 is available. Enrollment is optional.

Voluntary Accidental Death & Dismemberment (AD&D)

Effective first day of the month on or after your service date. One to ten times your annual base salary up to a maximum of \$500,000. Pre-tax premiums paid 100% by the employee. Coverage options include Employee or Family. Restrictions apply at age 99. Enrollment is optional.

Long Term Disability

Effective first day of the month on or after your service date. Provided at no cost to employee. 90 day elimination period, 60% of pre-disability salary up to a maximum benefit of \$10,000 per month. Loyola pays 5% of your disability benefit to your retirement plan, if eligible. Enrollment is automatic.

Voluntary Critical Illness

The Aflac Critical Illness Plan provides a cash benefit when an insured person is diagnosed with a major covered illness such as internal cancer, heart attack, or stroke. The benefit is paid directly to you as a lump-sum to help with out-of-pocket medical expenses and the living expenses that can accompany a covered critical illness. The Critical Illness Plan is also HSA compatible. Once per calendar year, complete a preventive health screening to earn a \$50 wellness benefit, payable to you and your spouse. See the Benefits Guide for more details.

Voluntary Off-the-Job Accident

Aflac Accident insurance is an excellent benefit for those who have active lifestyles or children involved in sports or other extracurricular activities. At times unfortunate accidents can occur as a result of a simple mishap. The Accident plan is designed to pay a cash benefit directly to the policyholder to help with out-of-pocket expenses - medical and nonmedical - associated with treatment in the event of a covered accident. Once per calendar year, complete a preventive health screening to earn a \$50 wellness benefit, payable per covered member. See the Benefits Guide for more details.

Voluntary Hospital Indemnity

The Aflac Hospital Indemnity Plan is designed to pay a cash benefit directly to you to help pay for some of the costs - medical and nonmedical - associated with a covered hospital stay due to a sickness or accidental injury. This plan can complement your medical coverage by helping to ease the financial impact of hospitalization. See the Benefits Guide for more details.

Aetna/Horizon Health Employee Assistance Plan (EAP)

Loyola has designated Aetna/Horizon Health as its Employee Assistance Plan (EAP) provider. Aetna/Horizon Health will consult with you on various concerns up to three (3) counseling sessions per issue at no charge. Contact Aetna/Horizon Health at 1-800-955-6422 or www.horizoncarelink.com.

Retirement Plan (GRA)

You and Loyola are partners in funding your retirement plan benefits. After one year of service and 1,000 or more hours worked, participation in the 403(b) retirement plan is mandatory for all faculty and staff. Previous service with an eligible employer may qualify for immediate participation. Consult with the Human Resources Benefits Department for details. The employee contribution is 3.5% of gross earnings on a before-tax basis to the plan and Loyola will contribute 2% of your gross earnings. You are vested in Loyola's contributions immediately upon participation. If you are age 70.5, you are eligible to take an in-service withdrawal.

Supplemental Tax Deferred 403(b) Retirement Accounts (SGRA)

403(b) voluntary supplemental retirement accounts with investment company options under TIAA. Contributions can be before tax or after tax (Roth) or combination of both subject to an annual maximum limit published in accordance with the IRS guidelines. Enrollment is optional.

For more information regarding our comprehensive benefits package, please visit:
<http://finance.loyno.edu/human-resources/benefits>

NOTE: This benefit summary is a matter of information only and does not constitute a contract between Loyola University New Orleans and the recipient to provide these specific benefits. The official plan document takes precedence. Loyola University New Orleans reserves the right, in its sole discretion, to change benefits offered to its employees at any time.



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Other Benefits

Tuition Remission

Loyola University New Orleans' tuition remission benefit provides opportunities for educational development for eligible employees, their spouses and dependent children. For complete details of our Tuition Remission policy, review the Human Resources Policies and Procedures by visiting <http://finance.loyno.edu/human-resources/human-resources-manual-tuition-remission>.

FACHEX/TEP

Acronym for the Faculty and Staff Children Exchange Program. It is an undergraduate tuition remission program for the children of benefits-eligible faculty, administration and staff of the participating institutions. It permits children eligible for tuition remission at their home institution (parent's employer) to receive the same benefit at other Jesuit schools. More information available in Human Resources Policies and Procedures.

Sport Complex

As part of Loyola's Wolfpack Wellness program, membership to the sports complex is complimentary to regular benefits-eligible and part time staff and faculty. Family memberships are available for a nominal fee. Please call extension 7539 for details.

Campus Parking

Before-tax payroll deduction is available for on-campus parking. Using this method to pay for parking expenses will save you money in taxes. Please contact Parking Service for details on how to enroll at extension 3000.

Faculty/Staff Dining Plan

Sodexo dining plan for faculty and staff is available through payroll deduction or Bursar's Office. Forms are available via Employee Web Services (EWS).

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