



UNIVERSITY OF PROVIDENCE

SUMMARY OF BENEFITS FOR 2016-17

All benefit eligible employees enjoy the following:
(Subject to change without notice)

Medical and Dental Insurance: The University offers two health insurance options, a Health Reimbursement (HRA) plan and a Health Savings (HSA) plan, as well as two voluntary dental insurance plans. For more information view the website at <http://benefits.providence.org>

Vision Discount Plan: The University provides a vision discount plan through VSP. Additional coverage is available for purchase.

Holidays: At least 12 paid holidays each year as listed in the Vacations and Holidays Policy.

Vacation: At least two weeks paid vacation per year as listed in the Vacations and Holidays Policy of the employee manual (this does not apply to faculty and coaches).

Personal Day: Two days per fiscal year to be taken between July 1 thru June 30 (this does not apply to faculty).

Sick: One day of paid sick leave is earned each month (14 days per contract year for faculty).

Other Leave: The University provides for Military Leave, Bereavement Leave, and Jury Duty Leave.

Life and Accidental Death and Dismemberment Insurance: The University provides 2 times your annual base salary for life and AD&D insurance. Employees may purchase additional life insurance tailored to their specific needs.

Long Term Disability Insurance: The University provides long term disability insurance. Employees may purchase additional long term disability insurance.

Retirement: The University contributes 4% of the employee's base salary to a retirement account through TIAA CREF after one year of service or the date of the employee's 25th birthday, whichever comes later. Employees may contribute pre-tax contributions to TIAA CREF beginning from their day of hire.

Dependent and Health Flexible Spending Account: The flex plan offers the option of placing pre-taxed dollars in accounts for medical and child care purposes.

Health Savings Account: The health savings account provides a pre-tax option for health, dental or vision expenses for participants who choose the high deductible health plan. The University contributes an annual health incentive into the account.

Health Reimbursement Account: The health reimbursement account is for participants who choose the low deductible health plan. The University contributes an annual health incentive into the account; employees cannot contribute to this account.

Please refer to the Personnel Manual for Details



UNIVERSITY OF PROVIDENCE

SUMMARY OF BENEFITS FOR 2016-17

All benefit eligible employees enjoy the following:
(Subject to change without notice)

Tuition Allowance: The University grants employees, spouses and dependents under the age of 25 who are legal dependents of the employee, opportunity for remission of undergraduate tuition and fees at the University and at other higher educational institutions through the CIC and Tuition Exchange. Part-time employees are eligible after two years of employment. Employees may receive up to \$5,250 of graduate tuition remission at the University of Providence.

Employee (Caregiver) Assistance Program: This confidential program assists employees with resolving problems related to marital, family, mental, emotional or financial distress, and alcohol and drug abuse.

Employee Discounts: Employees receive discounts at Food Service and the Campus Bookstore as well as a discounted purchase price for Microsoft Office Enterprise products and a discount on a personal Verizon Wireless account. Employees and families receive free admission to all sporting events. Discounts are available at the local Chili's with employee ID.

University Facilities: Employees and their immediate families may utilize the library, computer lab and McLaughlin Center, including the Fitness Center.

Please refer to the Personnel Manual for Details