



Flexible Benefits Program Regular Full-time Faculty and Staff

Medical Insurance

United HealthCare Point of Service Plan*	Contributory Health Care Flexible Spending Account* PureWellness! Voluntary Wellness Program
United HealthCare Deductible-based Plan*	Contributory Health Savings Account* PureWellness! Voluntary Wellness Program

Dental Insurance

Aetna Inc., Freedom of Choice*	Employee pays 100%
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Disability and Life Insurance

<u>University pays 100%</u> Short-term Disability Insurance Long-term Disability Insurance Basic Life Insurance	<u>Optional Coverage</u> Supplemental Life Insurance Spouse/Same-sex Partner Life Insurance Dependent Child Life Insurance Personal Accident Insurance
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403(b) Retirement Plan

TIAA-CREF Defined Contribution Retirement Annuity**	5% employee / 9% University contribution; waiting period of one year of service, age 25, maintaining at least 1,000 hours worked per year; or those otherwise determined to be eligible based on the plan document. Mandatory for faculty at age 30.
TIAA-CREF Tax-Deferred Annuity/Group Supplemental Retirement Annuity**	Additional tax-sheltered annuity option; employee contribution only. Available to eligible employees on the first full pay period of the month following date of hire.

Other Benefits and Programs

- ◆ Flexible Spending Accounts for Health Care and Dependent Care*
- ◆ Tuition Remission for credited University courses (employee, spouse/same-sex partner, dependent children)
- ◆ Tuition Remission for one course per semester at a consortium school (employee only)
- ◆ Tuition Exchange Scholarship Program (dependent children only, eligibility based on employee seniority)
- ◆ Adoption Assistance Program
- ◆ Employee Assistance Program
- ◆ Voluntary Long-term Care Insurance
- ◆ Voluntary Phased Retirement Plan for Eligible Full-time Faculty and Staff
- ◆ Discounted Sports Center Membership

Conveniences

- ◆ Bank of America ATM Locations
- ◆ People's Bank Branch Office – Handel Performing Arts Center
- ◆ Discounts at the University Bookstore
- ◆ Employee Discount Program (<http://uhaweb.hartford.edu/purchase/>)
- ◆ Franklin Trust Federal Credit Union Membership
- ◆ Homeowners/Renters/Condo and/or Auto Insurance Discounts

Please note information contained herein is only a summary. Visit our website at www.hartford.edu/hrd or consult with HRD for a complete description of benefits.

The University reserves the right to change providers, or plan descriptions, or plan provisions, as it deems necessary.

The University of Hartford reserves the right to modify any condition of employment in whatever manner we believe to be appropriate based on changes in legal requirements, business conditions, market factors or other relevant circumstances. * Deductions are pre-tax and Social Security **Deductions are pre-tax