

U OF R BENEFITS FOR ACTIVE MEMBERS OF SEIU

Flexible Spending Accounts (FSAs)	Eligibility: Effective the first day of the pay period following the date the enrollment form is signed or the date of the appointment, whichever is later. Two Flexible Spending Account Types: Medical/Dental (\$100 Minimum/\$2,500 Maximum) and Dependent Care Account (\$100 Minimum/\$5,000 Maximum).
Tuition Benefits for Dependent Children	<p>Eligibility: After 5 years of service, 50% of the stated full tuition cost at the applicable UR school or college, for up to four years of undergraduate study, not to exceed a total of 8 semesters or 12 quarters (including summer semesters or quarters). Tuition Benefits will be pro-rated for part-time study.^</p> <p>or</p> <p>After 10 years of full-time service, whose child is a first-time, first-year matriculating freshman student a tuition waiver equal to the difference between the stated full undergraduate tuition cost at the applicable UR school or college and the full undergraduate tuition cost for New York State residents for Baccalaureate Degree programs at SUNY colleges , for up to four years of undergraduate study, not to exceed a total of 8 semesters or 12 quarters (including summer semesters or quarters). Tuition benefits will be pro-rated for part-time study. ^</p>
Retirement Program	<p>Eligibility: Immediately eligible to make Employee Voluntary Contributions. After 2 years of service, the U of R will contribute 6.2% of salary up to \$57,500 (indexed in future according to national changes in average wages), plus 10.5% of additional salary up to IRS limits (currently \$275,000). Service completed at any higher educational institution, teaching hospital, not-for-profit research foundation, or not-for-profit support organization of higher educational institutions, as well as a member of the University's controlled group, will count toward the 2-year service requirement.</p> <p>For hourly positions and Salary Grades 50-55, gross wages will be used. For faculty and Salary Grades 56 and above, the annual pay rate plus Summer Compensation and Faculty Overage will be used.</p>
University Home Ownership Incentive Program	<p>Eligibility: Immediate</p> <p>Provides new homeowners in qualifying City of Rochester neighborhoods with \$3,000 from the University, \$3,000 from the City and \$3,000 from a participating bank/credit union. For information regarding participating lenders, visit www.rochester.edu/totalrewards/housing</p>

YOUR Benefits Extras	<p>VSP Vision Care*: Helps with the costs of exams, glasses, contact lenses, etc.</p> <p>Hyatt Legal Plans*: Provides employees with legal representation for many different legal matters, including wills, estate planning documents, real estate matters and elder care issues.</p> <p>*If you enroll by the 15th of the month, coverage for VSP Vision Care and/or Hyatt Legal Plans will be effective 1st of the following month. If you enroll on the 16th-30th/31st, coverage will be effective 1st of the second following month.</p> <p>Group Auto & Home Insurance: Apply anytime and get side-by-side auto insurance quotes in minutes from Liberty Mutual, MetLife and Travelers.</p> <p>For more information regarding VSP Vision Care, Hyatt Legal Plans or Group Auto & Home Insurance, visit www.YOURBenefitsExtras.com.</p>
Voluntary Long-Term Care Insurance	<p>Long-term care insurance pays for home health care, assisted living and nursing home care to help people with the functions of day-to-day living. Contact Legacy Services at 1-800-230-3398 ext. 101 or custsvc@4groupitci.com</p>
Travel-Accident Insurance	<p>Provides insurance in case of accidental death or dismemberment while traveling on University business in capacity of UR employee. The Travel Assistance Service Identification Card is available online at www.rochester.edu/benefits/health/healthcare_traveling and should be printed and carried with participants.</p>
Long-Term Disability (LTD)	<p>Eligibility: After 1 year of service. Choice of two options. When totally disabled for more than six months, guarantees 60% of covered salary.</p>
Wellness Program (Well-U)	<p>Eligibility: Immediate</p> <p>Personal Health Assessment, Biometric Screenings, Lifestyle and Condition Management & related incentives: Regular full-time and part-time faculty and staff, residents, as well as their spouses/domestic partners enrolled in a University Health Care Plan. Non-Medicare-eligible retirees and their spouses/domestic partners enrolled in a University Health Care Plan or a University-Sponsored Health Care Plan are also eligible.</p> <p>Reimbursement for Weight Watchers: Regular full-time and part-time faculty, staff and residents.</p> <p>Visit: www.rochester.edu/well-u for more details and a full listing of all the wellness programs offered</p>
Employee Assistance Program (EAP)	<p>Eligibility: Immediate</p> <p>Employees and family members able to seek EAP services.</p> <p>Visit www.urmc.rochester.edu/eap</p>

^ The dependent child tuition benefit is available only while the employee is actively employed in an eligible status. Should employment cease (or eligibility otherwise cease) during a semester/quarter, the benefit will be prorated for that semester/quarter.

Note: Employees covered by collective bargaining agreements receive benefits in accordance with those agreements.

The University reserves the right to modify, amend or terminate any of the plans at any time. This document provides only a summary of the main features of the plan. Detailed information on the benefit plans are available on the Total Rewards website www.rochester.edu/totalrewards. A paper copy of this information is available for free from the Office of Total Rewards.