Benefits Summary

Holidays (nine):
- Offices closed the week between Christmas Day and New Year’s Day, however some employees may be asked to work during this time

Vacation:
- Eligible to start accruing first day of employment
- May accrue up to 7 days of vacation the first year.

Sick Leave - 7 days receive annually July 1st

Personal Time Off – 1 ½ days received annually July 1st

Health Insurance:
- Eligible the first of the month following employment
- Administered by Wellmark – Blue Cross/Blue Shield
- $250-$750 deductible, $1,000/$2,300 out of pocket maximum
- 80/20% co-insurance for Preferred Provider - 70/30% co-insurance out of network

Dental Insurance:
- Eligible the first of the month following employment
- Administered by Delta Dental of Iowa - 100% coverage for routine check-ups
- $50 annual deductible; 80/20% co-insurance for basic procedures - 50/50% co-insurance for major procedures
- $1,500 lifetime maximum on orthodontia for dependent children up to the age of 19

Optional Vision Insurance:
- Eligible the first of the month following employment
- Administered by VSP - Employee pays 100% of premiums

Short-Term Disability (STD) – If an illness/injury lasts longer than 10 working days employees are eligible to apply for short-term disability. STD coverage provides 70% of employee’s regular base pay for up to 180 days.

Long-Term Disability (LTD) – If an illness/injury last longer than six months (180 days) employees are eligible to apply for long-term disability if they meet the requirements of one year of employment or provide evidence of prior coverage. LTD coverage provides 66 2/3% of employees budgeted salary.

Life Insurance – Eligible the first of the month following employment. College covers 1 ½ times’ annual salary.

Optional Life Insurance – College provides employees the option to purchase optional life insurance.

Travel/Accident Insurance – Provides coverage while traveling on college business.
Flexible Spending Accounts –
- Medical reimbursement - $2,550 contribution limit
- Dependent daycare reimbursement - $5,000 contribution limit

Retirement Plan
- Eligible after one year of employment or upon hire if previously vested in an employer sponsored plan.
- Administered by TIAA/CREF - College contributes 10% of annual salary.

Educational Benefits:
1. Educational Assistance – After one year of employment, covers the cost of tuition and books up to a maximum of $4,000 per fiscal year.
2. Cash Grant – After two consecutive years of employment, dependent children of employees may receive a cash scholarship award of $5,000 per year (per child) while attending an accredited institution. Maximum of a 4 year benefit per child.
3. Tuition Remission – After two consecutive years of employment, dependent children of employees may receive a tuition discount at Grinnell College (90% of tuition is waived). Must qualify for admission. Maximum of a 4 year benefit per child.
4. Exchange Program – Associated College of the Midwest (ACM) and Great Lakes College Association (GLCA) schools. Must meet the same eligibility rules as at Grinnell College.
5. Grinnell College Courses – Employee and spouse may take courses free.

Employee Assistance Program – Eligible first day of employment. Five individual or group diagnostic sessions at no cost.

US Cellular Discount - 10% off your monthly U.S. Cellular voice plan as a Grinnell College employee.

Live Well Grinnell – Biannual blood screening, Flu Shots, Wellness Workshops, Activity Classes and Intramural Sports.

Wellness Reimbursement – Employees are entitled to a reimbursement of 50% of wellness costs, up to $150 per fiscal year, for approved wellness activities.

Athletic Facilities – Free access to the Bear Recreation & Athletic Center.

Other Benefits:
- Admission to College events
- Grinnell College Bookstore Discount
- Des Moines Civic Center Discount
- Blank Park Zoo Discount Membership
- Enterprise Rental Car Discount
- Educational Employee Discounts (various museums and hotels)
- Employee Travel Assistance Program
- EstateGuidance – will preparation

The information provided is only a summery. Insured benefits are governed by the detailed language in the insurance contracts and Summary Plan Descriptions. Uninsured benefits are governed by the detailed language in the employee handbook. Grinnell College reserves the right to add, change, or terminate any provisions addressed in this summary statement.

November 10, 2015