BENEFITS SUMMARY

**Faculty Members**

**Long-Term Disability Insurance**
- Eligible after one year of employment or August 1 if enrolled in a plan immediately prior to coming to Grinnell
- Written verification from previous employer required
- Six-month elimination period
- Monthly income protection for total disability
- Benefit equals 66-2/3% of monthly salary up to $22,500 with maximum monthly benefit not to exceed $15,000
- College currently pays entire cost

**Retirement Plan**
- Eligible after one year of employment or the first plan entry date if previously fully vested in an employer sponsored retirement plan
- Written verification from previous employer required
- Administered by TIAA/CREF
- Must work 1,000 hours per calendar year
- College contributes 10% of annual actual salary
- Faculty member directs investment of college contribution
- Faculty member is eligible to participate in voluntary tax sheltered supplemental retirement annuity (SRA) upon hire

**Employee Assistance Program**
- Eligible August 1
- Administered by Employee & Family Resources
- Five counseling sessions per individual, per issue, per calendar year at no cost
- College currently pays entire cost
- Additional sessions may be covered by health insurance

**Educational Benefits**
- Tuition remission (90%) to Grinnell College for dependent children of faculty members; children must qualify for admission; faculty member must have been employed full-time by the college for two consecutive years
- Faculty member and spouse may take courses free at Grinnell College; limited to two courses per semester; approval of registrar required; course must have space available
- Cash Grant of $5,000 per year (per child) while attending other accredited institution under eligibility requirements above
- Maximum of a 4 year benefit per child
- Exchange program with Associated Colleges of the Midwest (ACM) and Great Lakes College Association (GLCA) schools; same eligibility rules as at Grinnell College

**Relocation Allowance**
Grinnell College offers a relocation allowance for faculty members who must relocate to accept our employment offer. The allowance amount will be included in your offer letter. Grinnell currently has a contract with Bekins Van Lines (Randy Stannard, 319-351-1552), which guarantees a significant discount on the ICC tariff rates and free insurance of up to $50,000 for the items moved. We have arranged for direct billing of allowable relocation expenses to the college once we have provided written authorization to Bekins.

**Other Benefits**
- Free admission to most college events for employees and family
- Free use of Bear Recreation and Athletic Center
- 10% discount at the bookstore on most items
This brochure provides a summary of Grinnell College's benefits plans.

Please address any questions to the Office of Human Resources at 641-269-4818 or hr@grinnell.edu:

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The information provided in this brochure is only a summary. 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 handbooks. Grinnell College reserves the right to add, change, or terminate any provisions addressed in this summary statement.

Holidays (nine)
- New Year's Day
- Martin Luther King Jr. Day*
- Memorial Day
- Independence Day
- Labor Day*
- Thanksgiving Day
- Day after Thanksgiving Day
- Day before Christmas Day
- Christmas Day
*Classes are held, administrative offices are closed

Health Insurance
- Eligible August 1
- Administered by Blue Cross/Blue Shield
- $250/$750 deductible, $1,000/$2,300 OPM (out of pocket maximum)
  - 80/20 co-insurance for Preferred Provider
  - 70/30 co-insurance out of network
- Drug card program, $1,000/$2,000 OPM
  - generic: $10 or 10% co-pay*
  - brand: $20 or 20% co-pay*
  *whichever is greater
- $100 deductible for brand name only
- College currently pays 90% of employee only and 80% of employee and dependant(s) premium cost
- Alternative coverage options available for individual, spouse, and children

Dental Insurance
- Eligible August 1
- Administered by Delta Dental of Iowa
- 100% coverage, preventive and diagnostic
- $50 annual deductible, basic and major procedures
  - 80/20 co-insurance for basic procedures
  - 50/50 co-insurance for major procedures
- $1,500 per person calendar year benefit
- Orthodontia for dependent children; lifetime maximum $1,500 per child
- College currently pays 90% of employee only and 80% of employee and dependant(s) premium cost
- Coverage options for individual plus one or more dependants available

Optional Vision Insurance
- Eligible August 1
- Exams covered in full every 12 months
- Prescription lenses for single vision, lined bifocal or trifocals covered in full every 12 months
- Covers one set of frames every 24 months up to $150, plus 20% off additional out of pocket expense
- 20% off additional prescription glasses and sunglasses
- Contacts covered up to $120 every 12 months
- Employee pays 100% of premium

Flexible Spending Accounts
- Eligible the first of the month following first day of employment, or coinciding with first day of employment if on the first of the month
- Medical reimbursement account - $2,550 pre-tax contribution limit
- Dependent daycare reimbursement account - $5,000 pre-tax contribution limit

Life Insurance
- Eligible August 1
- One and one-half times annual salary or $20,000, whichever is greater
- College currently pays entire cost

Optional Supplemental Life Insurance
- Eligible August 1
- Guarantee issue if enrolled w/in first 30 days of employment: $200,000 employee, $50,000 spouse, $5,000 or $10,000 child(ren)
- Employee coverage available up to the lesser of five times salary or $500,000, spousal coverage available up to one half of employees insured amount.
- Evidence of insurability is required for elections that exceed the guaranteed amount.
- Employee currently pays entire cost

Travel/Accident Insurance
- Eligible August 1 for college travel
- Provides minimum benefit of $100,000 coverage or two times annual salary
- College currently pays entire cost
- May be extended to 24-hour coverage at employees expense

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