STAFF BENEFITS SUMMARY

Effective January 1, 2012 through December 31, 2012

The LMU benefits program allows each staff member to select his/her own personalized package by choosing from a variety of benefits. The University pays a portion of the cost of the staff member’s health care, employee life, accidental death and dismemberment, and long-term disability plans.

All full-time regular staff members are eligible to participate. Eligibility commences the first of the month following your date of hire.

*The University will pay the full cost for:

- PPO DENTAL/VISION COVERAGE FOR STAFF MEMBER, OR PRE-PAID DHMO DENTAL/VISION COVERAGE FOR ALL CATEGORIES
- 1 X ANNUAL SALARY (MINIMUM $50,000) IN LIFE INSURANCE FOR STAFF MEMBER
- 1 X ANNUAL SALARY (MINIMUM $50,000) IN ACCIDENTAL DEATH & DISMEMBERMENT FOR STAFF MEMBER
- 60% LONG-TERM DISABILITY FOR STAFF MEMBER

MEDICAL

The University offers a choice of three medical plans, consisting of one indemnity (PPO) plan and two health maintenance organization (HMO) plans. The PPO plan reimburses a percentage of covered charges after the deductible is satisfied. Both HMO plans offer comprehensive coverage by designated providers. Participants electing single, dual or family coverage will pay a percentage of the monthly premium designated for each of four salary tiers.

DENTAL AND VISION

The University offers a choice of dental plans, either an indemnity (PPO) plan or a pre-paid plan similar to a health maintenance organization. The PPO plan reimburses a percentage of covered charges after the deductible is satisfied. The pre-paid plan provides comprehensive dental care through designated providers. The vision plan also provides comprehensive ophthalmic care and materials through a provider network. The University will pay the full cost of single coverage and a portion of dependent coverage in the PPO plan and will pay the full cost of all coverage categories in the pre-paid plan.

LIFE

The University offers a choice of six levels of term life insurance for each staff member. LMU pays the premium for the basic coverage of 1 X annual salary (minimum of $50,000) per staff member. Any premium for supplemental coverage will be deducted from the paycheck on a pre-tax basis. Term life insurance is also available for spouse/domestic partner and dependent children if the staff member is enrolled in supplemental life. The cost for spouse/domestic partner and dependent children insurance will be deducted from the paycheck on an after-tax basis.

ACCIDENTAL DEATH & DISMEMBERMENT

The University offers a choice of eight levels of coverage for each staff member, including family coverage. LMU pays the premium for the basic coverage of 1 X annual salary (minimum of $50,000). Any premium for additional coverage will be deducted from the paycheck on a pre-tax basis.

LONG-TERM DISABILITY

The long-term disability plan replaces a portion of the staff member’s income in the event of a covered long-term disability. The plan also provides basic contributions to the staff member’s account in the University’s Retirement Plan while s/he is receiving long-term disability benefits. The University offers a choice of two coverage levels. LMU pays the cost for the 60% benefit level. Any premium for additional coverage will be deducted from the paycheck on a pre-tax basis.

*Contribution rates are evaluated annually and subject to change at the sole discretion of the University.
FLEXIBLE SPENDING ACCOUNTS

The Flexible Spending Accounts (FSA) allow the staff member to pay certain health care and dependent care expenses with tax-free money. Each benefits plan year the staff member can put money into a FSA through pre-tax payroll contributions. This money can be used to reimburse the participant for eligible out-of-pocket expenses incurred during the plan year. The University offers both a Health Care FSA and a Dependent Care FSA.

VOLUNTARY BENEFITS

The University provides you with direct access to a number of voluntary benefit offerings: Group Auto & Home Insurance; Critical Illness Insurance; Pet Insurance; and Group Legal Coverage. The cost of coverage will be deducted from the paycheck on an after-tax basis.

EMPLOYEE ASSISTANCE PROGRAM

The University offers an Employee Assistance Program (EAP), a strictly confidential service provided at no cost to staff members and their dependents. Experienced, licensed professionals are available to assist with personal and family concerns, in addition to work-life issues such as legal and financial services, career conflicts, and child care/elder care resources. Helpline counselors are available 24 hours a day, seven days a week, and the EAP also provides a certain number of office visits, free of charge.

RETIREMENT PLAN

The University offers a retirement plan with Diversified Investment Advisors with tax deferred/sheltered features. The University contribution to the retirement plan is 9.5% of the staff member’s regular salary, provided the staff member contributes at least 5%. Vesting is 100% upon enrollment.

DEVELOPMENT AND LEISURE BENEFITS

- Tuition remission privileges for eligible staff members, their spouse/domestic partner and dependent children.
- Paid sick and vacation leave for eligible staff members.
- Sixteen holidays per year, including Christmas Leave days, so as to provide staff members with a "mini vacation" during the holiday season.

CONVENIENCE AND ENTERTAINMENT BENEFITS

- Optional choice of membership in the SchoolsFirst Federal Credit Union and University Credit Union.
- Direct deposit of paychecks and two ATM machines.
- Use of University services and facilities including the library, pool, tennis and track ($130 annual Recreation Center fee; $260 family fee).
- Discount tickets to cultural events and entertainment centers.
- Discounts available on many items in the LMU Bookstore, including textbooks.
- Sports, camping and ski equipment rentals available on campus.

STATE REGULATED BENEFITS

The University, like other employers, makes payroll deductions for Social Security, Federal and State Income taxes, and State Disability Insurance Tax. The University contributes to each covered staff member’s Social Security plan, fully pays for Worker’s Compensation and Unemployment Insurance for each staff member.

For more detailed information concerning updates and changes which may have taken place, please visit Human Resources at either campus.

Note: This summary is to be used for discussion purposes only. The Summary Plan Descriptions available from either Human Resources office contain detailed description of the benefits. The Plan Document, on file in Human Resources (Westchester Campus), is controlling for the adjustment or settlement of disputed claims.