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Auxiliary Services Benefits At-A-Glance

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California State University, Fullerton

California State University, Fullerton created the Auxiliary Services Corporation (ASC) to oversee various enterprises on campus, including Titan Shops, food services and programs developed to administer faculty/university research grants. ASC leverages the University's ability to develop and create programs, purchase land/buildings, and provide needed services vital to the functioning of the campus. Our vision is to be a creative and supportive partner of the University and its service community.

"HELPING TITANS REACH HIGHER"

Photograph showing a sign reading "TITANS" in front of a brick building. The image is related to CSUF Auxiliary Services Benefits at a Glance.

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HEALTHCARE

Effective the first day of the month following benefited employment, employees may elect to participate in the following:

- **Medical:** 3 plans to choose from
 - 2 HMO plans - 90% premium coverage for employees and the employee's eligible dependent(s).
 - 1 PPO buy-up option - 60% premium coverage for employees and the employee's eligible dependent(s).
- **Dental:** 2 plans to choose from that range from 70% - 85% premium coverage for employees and the employee's eligible dependent(s).
- **Vision:** 100% premium coverage for employees and the employee's eligible dependent(s).
- **Health Flex Plan:** Employees who have medical, dental, and/or vision coverage through another group plan(s) may waive their medical, dental, and/or vision coverage and receive flex funds.
- **Healthcare & Dependent Care Flexible Spending Account Long Term Disability (LTD)**

Employees are automatically enrolled at no cost in the following employer-sponsored plans:

- Group Life
- Employee Assistance Program
- Travel Assist

Retirement

Auxiliary Services offers a 403(b) TIAA-CREF Retirement Plan. Employees are eligible to participate in the plan immediately and defer up to a certain amount of pre-tax dollars per year with a matching contribution schedule of up to 8%.

Infographic style layout showing healthcare plan options with blue and orange themed headings and bullet points.

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TAKING CARE OF OUR EMPLOYEES

ASC believes that our employees are our greatest asset. That's why we believe high-quality health, dental, and vision care coverage, retirement benefits, ample time away opportunities, and employee education assistance are essential. We aim to provide an abundance of options to our employees to ensure that our employees have what they need when they need it.

Photograph looking up through orange tree branches with oranges visible in the foreground and a campus building with palm trees in the background at California State University, Fullerton.

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TIME AWAY

We understand the importance of our employees balancing their busy lives and time for themselves and their families. Below highlights several of ASC's time away opportunities:

Vacation

Want to take a little time to travel during the year? Vacation is accrued at varying rates depending on the type of position and years of service (typically, 2 weeks to 4.8 weeks can be earned each year).

Holidays

Employees receive fifteen (15) paid holidays yearly, with three (3) additional holidays observed during the winter break. ASC's offices are typically closed between Christmas and the New Year, giving you time to be with your family during the holidays.

Sick Leave

Your health and well-being are important to us. Full-time employees earn eight (8) hours of sick leave per month. Part-time benefited employees earn six (6) hours of sick leave per month. All other employees receive sick leave in accordance with company policy.

Additional Leaves

ASC provides a variety of leave of absence options, including Jury Duty, Bereavement Leave, Disability, Family Medical Leave (FMLA)/California Family Rights Act (CFRA), etc. You are job-protected and financially protected when life's challenges arise.

Photograph of a diverse group of employees sitting on green grass outdoors on a sunny day, appearing relaxed and socializing.

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CORE VALUES

OUR CORE VALUES REFLECT WHO WE ARE...

ASC is customer-focused, and we conduct ourselves ethically and with integrity. We look to attract and retain a talented, dedicated, and diverse workforce by fostering an inclusive, positive, and productive workplace. We "Help Titans Reach Higher" and reach their potential.

Since we understand the importance of ensuring our employees are well taken care of, we are committed to offering benefits* that provide employees options to choose their appropriate coverage level and help manage their wellness and retirement needs.

**ASC employee benefits are for all regular, full-time, and part-time benefited (30 hours) employees. Not all benefits are applicable to all employees. For more details, please visit ASC's website under the benefits tab.*

Circular image of the California State University, Fullerton official seal, embedded on a navy blue background in a core values section.

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ADDITIONAL BENEFITS

ASC's continued success can only come with good team members and teamwork. This means we are committed to the best possible employer-employee relationship. We are an organization about serving people in higher education. We value what each employee brings to our organization and look to recruit the best by providing robust benefits to ensure we retain them. We are proud of our employees and recognize that it's because of them that we are successful.

- **Free** electric vehicle charging on campus through CSUF's EV charging system and program.

- **Free** membership to the Student Recreation Center on campus.
- **Free** programs offered through the Employee Wellness Center.
- Credit Union – all employees can join Schools First Federal Credit Union.
- Enterprise Car Rental – employees are eligible for discounted rates for personal use vehicle rentals at negotiated rates (some restrictions may apply).
- Daily business casual dress code.
- Work from home up to two days a week, depending on your position and department.
- Discount tickets are offered to various amusement parks, movies, and other attractions at a discount booth in the Titan Student Union.
- Training Programs – a full suite of career development training opportunities offered to all ASC employees within the CSU system.
- Interest free, payroll deducted employee deferred payment programs to purchase computer hardware, software, and related technology at ASC's Titan Shops, the official store of CSUF.
- Commuter reward programs that allow for rewards for walking or biking to work or reimbursement of vanpool, rail, and/or transit passes.
- 10% discount cards to ASC Campus Dining locations and Titan Shops.

Paying off a student loan?

As a non-profit, ASC employees are eligible to qualify for the Public Service Loan Forgiveness (PSLF) offered by the U.S. Department of Education.

Photograph depicting a person sitting at a desk, writing or reviewing documents, illustrating personal finance or loan management relevant to the student loan forgiveness program.