

BENEFITS FOR FULL-TIME REGULAR EMPLOYEES ARE AS FOLLOWS:

Health Insurance - Effective the first day of the month following the date of benefited employment.

Employees may select any of the following health care plans:

HMOs

Anthem Blue Cross HMO
Kaiser HMO

Indemnity Plans

Anthem Blue Cross PPO

Employee monthly deductions towards the cost of health insurance are as follows:

HMO Anthem Blue Cross Monthly Deductions

Employee Only	\$ 71.24
Employee + One	\$ 149.61
Employee + Family	\$ 213.73

HMO Kaiser Monthly Deductions

Employee Only	\$ 50.75
Employee + One	\$ 106.57
Employee + Family	\$ 167.47

PPO Anthem Blue Cross Monthly Deductions

Employee Only	\$ 411.56
Employee + One	\$ 864.26
Employee + Family	\$ 1,234.67

Health Flex Plan - Employees who have medical, dental, and/or vision coverage through other plan(s) may waive their medical, dental, and/or vision coverage and receive flex funds accordingly:

Waive vision only	\$ 7.00
Waive dental only	\$ 18.00
Waive medical only	\$ 242.50

Dental Coverage - Effective the first day of the month following the date of benefited employment. CSU Fullerton ASC offers a comprehensive self-insured dental plan administered by Direct Dental (TPA). The monthly costs are as follows:

Employee Only	\$ 12.00
Employee + One	\$ 18.00
Employee + Family	\$ 30.00

The maximum annual benefit for each eligible individual is \$1500.00. The plan will reimburse the employee or the provider according to this schedule for any procedure that is payable under the plan. You may choose your own provider.

The plan will pay, after a \$50 deductible per individual as follows:

100% of the charges for the first (\$300.00)
75% of the charges for the next (\$400.00)
50% of the next charges of (\$1,800.00)

VSP Vision Care - Effective the first day of the month following the date of benefited employment. ASC offers vision coverage thru Vision Service Plan (VSP) for the employee and eligible dependents at no additional cost.

Life Insurance - Effective the first day of the month following the date of benefited employment. Coverage is one time employee's annual salary. Management staff may be entitled to receive additional life coverage. Employee will be responsible for the imputed taxes for coverage amounts after \$50,000.

MEDEX Travel Assist - As a participant in ASC's Group Life insurance coverage from The Standard, you and your family members are automatically eligible for MEDEX Travel Assist coverage. MEDEX helps you cope with emergencies when you travel more than 100 miles from home or internationally for up to 180 days. They can also assist you with planning your trip.

Long Term Disability - Effective the first day of the month following the date of benefited employment. The cost is 0.440 percentage of your monthly salary plus an additional .067 % for the annuity premium benefit. One-half of the premium is paid by your department, one-half is paid by the employee.

Employee Assistance Program (EAP) – As a participant in ASC's Group Long Term Disability coverage from The Standard this service is provided at no additional cost to you. It offers support, guidance and resources than can help you resolve personal issues. The program is available 24 hours a day, every day to you and members of your household.

Student Recreation Center (SRC) – As an ASC benefited employee, you are eligible to join the Student Recreation Center (SRC) at no cost. In addition, an employee's dependents may sign up under the Affiliate membership at the staff's various fee options available, and have their monthly membership fee set up for automatic deduction through the employee's payroll check.

TIAA-CREF Retirement Plan DC-346838 (GRA) – Employees are eligible to participate in ASC's Retirement Plan immediately with a two year "cliff" vesting period. The plan is administered through TIAA-CREF. Employee will have a choice of contribution levels as follows:

<u>Contribution Percentage of Compensation</u>	<u>Department Matching Contribution Percentage</u>
Less than 2% of compensation	0% of Participant Compensation
2% or greater, but less than 5% of Compensation	4% of Participant Compensation
5% or greater of Compensation	8% of Participant Compensation

Supplemental Retirement Benefit Plan DC-346838 (GSRA) - Employees may also participate in the Group Supplemental Retirement Annuity (GSRA) under the plan 346838 by completing an Enrollment and Salary Reduction Form for TIAA/CREF. ASC (your department) will not provide matching contribution on behalf of the employee to this plan.

Education Reimbursement - Available after the completion of one- (1) full year of employment. The benefit will provide reimbursement for satisfactory completion of a job-related course, or courses toward a degree, at Cal State Fullerton or the university/college of choice. The plan will reimburse 100% of tuition up to \$875/course or \$1750/semester. For those in the MBA Program, there is an additional reimbursement of \$105/unit (\$630/semester or \$1260/year) for supplemental fees. Maximum reimbursement is dependent upon receipt of a grade of "B" or higher; a grade of "C" entitles the employee to a 50% reimbursement; and classes with grades lower than "C" are not reimbursed. The Maximum reimbursement within any twelve-month period is \$3500.00. The twelve-month period used by ASC will be from September 1 to August 31.

Holidays - Immediate Eligibility. ASC provides fourteen (14) paid holidays each year. The 14 paid holidays are New Year’s Day, Martin Luther King, Jr. Day, President’s Day, Cesar Chavez, Memorial Day, Independence Day, Labor Day, Veteran’s Day, Thanksgiving, the day after Thanksgiving and Christmas Day. Three (3) additional holidays will be observed during the winter break. Holidays falling on a Saturday are observed on the preceding Friday. Holidays falling on a Sunday are observed on the following Monday.

Vacation – Immediate Accrual.

Employees accrue vacation hours according to the schedule below.

<u>Length of Services</u>	<u>Executives/ Directors</u>	<u>Exempt/Salaried</u>	<u>Non-Exempt/Hourly</u>
	13.33		
1 - 60 months (5 years)		8.00	6.67
61 -120 months (10 years)		10.67	10.00
121- 180 months (15 years)		12.00	11.33
181- 240 months (20 years)		13.33	12.67
>241 months and up		13.33	13.33

Sick Leave- Immediate Accrual

Employees earn eight hours of sick leave per month.

Enterprise Car Rental– Employees are eligible for the ASC’s Booking State of California Business Travel Reservations Online benefit thru Enterprise Rent-A-Car. Employees may use this benefit when renting a vehicle for personal use at negotiated rates (some restrictions apply). Please refer to the available brochure for more detailed information on how to utilize this benefit.

Travelers Insurance – ASC offers Identity Fraud Expense Reimbursement Coverage for employees and their spouse at no cost thru the Identity Fraud Expense Master policy from Travelers Bond & Financial Products. Coverage Limit is \$10,000.00. Please refer to the available brochure for complete coverage detail information.

Credit Union - All ASC employees are eligible to join the Schools First Federal Credit Union. Contact the Human Resources Department for additional information.

Discount Tickets - Employees may obtain discount tickets for various amusement parks, movies, and other attractions at the discount booth located in the Titan Student Union.

Before Tax Deductions - Employee benefit deductions are taken before tax. If you do not wish to have your benefits deducted before tax, inform the Human Resource.

Benefit Administration – All benefits will be administrated according to policies, procedures and/or Summary Plan Descriptions. Should there be any questions or different interpretations, the benefit will be determined by ASC (Human Resources or Executive Management).

CSU Fullerton ASC reserves the right to discontinue or modify any benefit offered by ASC.

Books for all plans are available in the Human Resources Office .

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