

BENEFITS FOR PART-TIME BENEFITED EMPLOYEES ARE AS FOLLOWS:

Health Insurance - The medical plan is an HMO through Kaiser.

Medical Coverage - Effective on the 1st day of the month following the date of benefited employment.

Employer pays a portion of the premium for the employee's coverage only.

Employee Coverage only \$ 101.50

Voluntary enrollment for your Spouse and/or Family at a 100% premium is an option. If interested, please contact HR for more information.

Dental Insurance - The dental plan is an HMO through Metlife.

Dental Coverage – Effective on the 1st day of the month following the date of benefited employment.

Employee monthly deductions towards the cost of dental insurance premium are as follow:

Employee	\$ 7.74
Employee + One	\$ 21.98
Employee + Family	\$ 31.73

Life Insurance – Effective on the first day of the month following the date of benefited employment. Life insurance coverage of \$10,000 plus AD&D will be paid by ASC (your department).

Student Recreation Center (SRC) – As an ASC benefited employee, you are eligible to join the Student Recreation Center (SRC). 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>Percentage of Participant's Compensation as matching contribution</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 plan by completing an enrollment and salary reduction form for TIAA/CREF. ASC (your department) will not provide a matching contribution.

Vacation - Immediate Accrual

Employees accrue monthly vacation hours according to the schedule below:

<u>Length of Services</u>	<u>Non-Exempt/Hourly</u>
1 - 60 months (5 years)	5.0
61 -120 months (10 years)	7.5
121- 180 months (15 years)	8.5
181- 240 months (20 years)	10.0
>241 months and up	11.5

Sick Leave – Immediate Accrual

Employees will accrue 6 hours per month.

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.

Discount Tickets - Employees may obtain discount tickets for various amusement parks, movies, and other attractions. Contact HR office for details.

Before Tax Deductions - Employee benefit deductions are taken before tax.

Benefit Administration – All benefits will be administrated according to policies, procedures and/or summary plan descriptions (SPD). Benefits will be determined by ASC (HR or Executive Director).

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

Plan coverage booklets are available from the Human Resources office.

Effective: 1/1/18

Revised: 12/7/17