Middlebury College Benefits Summary – Effective January 1, 2018

Medical Insurance Premiums: Middlebury College pays the difference between the total cost of the biweekly premiums end the employee's contribution. Employee contributions are based on salary level.

<table>
<thead>
<tr>
<th>Coverage Level</th>
<th>Total Monthly Premium</th>
<th>Total Bi-weekly Premium</th>
<th>Bi-weekly Employee Contribution</th>
<th>Bi-weekly Employee Contribution Based on Annual Salary Tier</th>
</tr>
</thead>
<tbody>
<tr>
<td>Single</td>
<td>$395.60</td>
<td>$30.42</td>
<td>$23.00</td>
<td>$23.00</td>
</tr>
<tr>
<td>Two-Person</td>
<td>$401.48</td>
<td>$31.02</td>
<td>$22.00</td>
<td>$22.00</td>
</tr>
<tr>
<td>Family</td>
<td>$520.04</td>
<td>$40.80</td>
<td>$32.80</td>
<td>$32.80</td>
</tr>
<tr>
<td>*2 EE Family Subscriber</td>
<td>$634.80</td>
<td>$51.20</td>
<td>$42.00</td>
<td>$42.00</td>
</tr>
<tr>
<td>*2 EE Family Spouse/DP</td>
<td>$634.80</td>
<td>$51.20</td>
<td>$42.00</td>
<td>$42.00</td>
</tr>
</tbody>
</table>

Employee Bi-weekly contribution based on annual salary tier:
- Single: $20,000's - $30,000's: $22.00
- Single: $30,000's - $40,000's: $30.42
- Single: $40,000's - $50,000's: $39.64
- Single: $50,000's - $60,000's: $48.44
- Single: $60,000's - $70,000's: $57.25
- Single: $70,000's - $80,000's: $66.06
- Single: $80,000's - $90,000's: $74.87
- Single: $90,000's - $100,000's: $83.67
- Single: $100,000's - $110,000's: $92.48
- Single: $110,000's - $120,000's: $101.29
- Single: $120,000's - $130,000's: $110.10
- Single: $130,000's - $140,000's: $118.91
- Single: $140,000's - $150,000's: $127.71
- Single: $150,000's - $160,000's: $136.52
- Single: $160,000's - $170,000's: $143.98
- Single: $170,000's - $180,000's: $143.98
- Single: $180,000's - $190,000's: $143.98
- Single: $190,000's - $200,000's: $143.98

- Two-Person: $20,000's - $30,000's: $23.00
- Two-Person: $30,000's - $40,000's: $31.02
- Two-Person: $40,000's - $50,000's: $39.64
- Two-Person: $50,000's - $60,000's: $48.44
- Two-Person: $60,000's - $70,000's: $57.25
- Two-Person: $70,000's - $80,000's: $66.06
- Two-Person: $80,000's - $90,000's: $74.87
- Two-Person: $90,000's - $100,000's: $83.67
- Two-Person: $100,000's - $110,000's: $92.48
- Two-Person: $110,000's - $120,000's: $101.29
- Two-Person: $120,000's - $130,000's: $110.10
- Two-Person: $130,000's - $140,000's: $118.91
- Two-Person: $140,000's - $150,000's: $127.71
- Two-Person: $150,000's - $160,000's: $136.52
- Two-Person: $160,000's - $170,000's: $143.98
- Two-Person: $170,000's - $180,000's: $143.98
- Two-Person: $180,000's - $190,000's: $143.98
- Two-Person: $190,000's - $200,000's: $143.98

Deductibles are: Individual—$300; Two Person—$600; Family—$900
Co-insurance is 80%/20% (no deductible for office visits). Preventative Care covered at 100%
Out-of-pocket maximums are: Individual—$1,100; Two Person—$2,200; Family—$3,300.
Eligibility: Coverage begins the first day of the month after employment begins.

Prescription Drug Benefit (Included with Medical Plan)
Three-tiered co-pay structure: Generic—$10; Preferred—$25; Non-preferred—$40
Mail order for maintenance drugs: Two co-pays for 3-month supply.
Out-of-pocket maximum for Rx drug: Individual—$600; Two Person—$1,200; Family—$1,800

Dental Insurance: Middlebury pays the difference between the total premium cost and employee's contribution.

<table>
<thead>
<tr>
<th>Coverage Level</th>
<th>Total Monthly Premium</th>
<th>Total Bi-weekly Premium</th>
<th>Bi-weekly Employee Contribution</th>
</tr>
</thead>
<tbody>
<tr>
<td>Single</td>
<td>$54.72</td>
<td>$25.26</td>
<td>$2.00</td>
</tr>
<tr>
<td>Two Person</td>
<td>$110.47</td>
<td>$50.99</td>
<td>$18.18</td>
</tr>
<tr>
<td>Family</td>
<td>$154.86</td>
<td>$71.47</td>
<td>$26.51</td>
</tr>
<tr>
<td>*Family/ 2 EE Subscriber</td>
<td>$77.43</td>
<td>$35.74</td>
<td>$4.89</td>
</tr>
<tr>
<td>*Family/ 2 EE Spouse/DP</td>
<td>$77.43</td>
<td>$35.74</td>
<td>$4.89</td>
</tr>
</tbody>
</table>

Vision Insurance: Middlebury pays the difference between the total premium cost and employee's contribution.

<table>
<thead>
<tr>
<th>Coverage Level</th>
<th>Total Monthly Premium</th>
<th>Total Bi-weekly Premium</th>
<th>Bi-weekly Employee Contribution</th>
</tr>
</thead>
<tbody>
<tr>
<td>Single</td>
<td>$5.65</td>
<td>$2.61</td>
<td>$0.52</td>
</tr>
<tr>
<td>Two Person</td>
<td>$11.29</td>
<td>$5.21</td>
<td>$2.61</td>
</tr>
<tr>
<td>Family</td>
<td>$18.20</td>
<td>$8.40</td>
<td>$4.20</td>
</tr>
<tr>
<td>*Family/ 2 EE Subscriber</td>
<td>$9.10</td>
<td>$4.20</td>
<td>$1.33</td>
</tr>
<tr>
<td>*Family/ 2 EE Spouse/DP</td>
<td>$9.10</td>
<td>$4.20</td>
<td>$1.33</td>
</tr>
</tbody>
</table>

Preventative services are covered at 100% without deductible. Initial $25 deductible per calendar year, then 80% for basic, major care and orthodontia dental services. Maximum annual benefit $2,000. Lifetime orthodontic benefit $2,000.
Eligibility: First day of the month after employment begins.

Well Vision Exams are covered every 12 months with a $10.00 co-pay at a VSP provider. Allowance given for Prescription Glasses and Contact Lenses. Extra discounts and savings given to non-covered lens and Laser Vision Correction.
Eligibility: First day of the month after employment begins.
Retirement Plans
Two retirement plans are available, the Core Plan, a 401a, which includes mandatory employee contributions and generous employer contributions, and the Voluntary Plan, a 403b, for those who wish to make additional retirement contributions.

Core Plan Contributions (mandatory at age 21+)

<table>
<thead>
<tr>
<th>Years of service</th>
<th>Employee Age</th>
<th>Date of Hire Parameters</th>
<th>Employee Contribution</th>
<th>College Contribution</th>
</tr>
</thead>
<tbody>
<tr>
<td>0-2</td>
<td>21+</td>
<td>n/a</td>
<td>3%</td>
<td>3%</td>
</tr>
<tr>
<td>2+</td>
<td>21-44</td>
<td>n/a</td>
<td>3%</td>
<td>9%</td>
</tr>
<tr>
<td>2+</td>
<td>45+</td>
<td>Employees hired on or after 07/01/17</td>
<td>6%</td>
<td>11%</td>
</tr>
<tr>
<td>2+</td>
<td>45+</td>
<td>Employees hired prior to 07/01/17</td>
<td>6%</td>
<td>15%</td>
</tr>
</tbody>
</table>

Employee contributions in both the Core and Voluntary plans are made on a tax-deferred basis. There is full and immediate vesting of all employee and employer contributions. Investments default into the TIAA Life Cycle Fund. At any time, employees can opt to instead manage their own investments among options in the plans, which include fixed and variable annuities and mutual funds.

A new employee may qualify to go directly to the 9% or 11% employer contribution level if the employee had participated in a 401a, 401k, or 403b plan with a previous employer within 6 months of the date of hire with Middlebury AND that previous employer contributed in excess of 3% to the retirement plan. Restrictions apply: See HR or the SPD for details.

Special rules apply to rehired employees; see HR or the SPD for details.

Core Life Insurance and AD&D
Cost to the employee: $0 Eligibility: The first day of the month after employment begins. Face amount of insurance is 1½ times annual base salary for life and an additional 1½ for accidental death and dismemberment. Employees may purchase supplemental coverage for themselves or dependents at their own expense. Insurance is transportable, with restrictions, upon leaving Middlebury.

Short-Term Disability
Cost to employee: $0 Eligibility: First day of month after employment begins. After a fourteen-day waiting period, the benefit pays 60% of pre-disability salary.

Long-Term Disability
Cost to employee: $0 Eligibility: First day of month after employment begins. After a six-month waiting period, the benefit pays 60% of pre-disability salary, not to exceed $10,000 per month, inclusive of social security disability entitlement.

Flexible Spending Accounts
Employees may defer pre-tax dollars to a Health Care and/or Dependent Care flexible spending account. A minimum of $130 or a maximum of $2,650 may be deferred to the Health Care Account and a minimum of $130 or a maximum of $5,000 per family (married filing jointly) or $2,500 (married filing individually) to the Dependent Care Account. Funds are used to pay for un-reimbursed health or dependent care expenses.

Employee and Family Assistance Program
Cost to the employee: $0. All employees are eligible to participate in the Employee and Family Assistance Program for counseling and referral to services for a range of issues. Six visits, per situation, per year.

Housing (Faculty Only)
The College maintains and rents, at prevailing local rates, a number of houses and apartments. A second mortgage program, to assist in the purchase of housing, is available to tenured and tenure-track faculty who have passed the second review. Contact Business Office at (800) 443-5504 for information.

Tuition Assistance
Middlebury provides 4 separate educational benefits for qualifying employees:
1) Employees and their spouses/partners may take one Middlebury course, for credit for $100, per semester.
2) Employees working toward a degree or certificate at an accredited college or school may receive up to $5,000 in tuition assistance per calendar year. After 4 years of service employee’s dependent children:
3) Attending Middlebury may receive a discount of 45% of the combined tuition/room-and-board charges.
4) Attending accredited schools other than Middlebury may receive a benefit of 50% of the tuition of the school attended. If the school attended is UVM or one of the VT State Colleges the benefit will be 100% of tuition.
(In no case will the benefit for students attending Non-Middlebury schools exceed 30% of the cost of Middlebury’s combined Tuition/Room-and-Board).

Combined Time Off (Staff only) CTO is accrued on a biweekly basis. Full-time employees earn a set-amount each pay-period, part-time employees earn a pro-rated amount of CTO based on hours worked. CTO accrual includes vacation, sick days, personal days, and three floating holidays (Memorial Day, Independence Day, and Labor Day). The maximum allowed balance is 36 days, except during the first pay period of the fiscal year, when the maximum allowed is 24 days.

Length of Service
First 2 years 2 to 10 years 10 to 20 years Over 20 years

Full-Time Employees (1.0 FTE)
For 38.75 hour work week
For 40 hour work week
Biweekly Accrual 7.75 hrs 8.00 hrs
Annual Accrual 26 days 26 days

Biweekly Accrual 9.24 hrs 9.54 hrs
Annual Accrual 31 days 31 days

Biweekly Accrual 10.73 hrs 11.08 hrs
Annual Accrual 36 days 36 days

Biweekly Accrual 11.93 hrs 12.31 hrs
Annual Accrual 40 days 40 days

Part-Time & Full-Time (0.8-0.99 FTE) Employees
To calculate accrual, multiply factor by hours worked.
Factor of 0.10 Factor of 0.1192 Factor of 0.1385 Factor of 0.1538

Regular holidays include New Year’s Day, Thanksgiving, Christmas Day, and the days between Christmas and New Year's Day. Eligible employees receive holiday pay (not CTO) for regularly scheduled hours that are not worked due to departmental closure for regular holidays. Eligibility: Immediate.