Middlebury Benefits Summary 2015

This document is intended to provide a brief summary of the Middlebury benefit program. Please see official plan documentation for full details on eligibility, benefit provisions, exclusions, etc. Middlebury reserves the right to change, amend, or terminate benefits at any time. Please contact Human Resources at 802-443-5465 for more information.

Medical Insurance: Middlebury College pays the difference between the total cost of the biweekly premium and the employee’s contribution. Employee contributions are based on salary level. Deductibles are: Individual—$300; Two Person—$600; Family—$900 (no deductible for office visits). Co-insurance is 80%/20%. Preventative Care is covered at 100%. Out-of-pocket maximums are: Individual—$1,100; Two Person—$2,200; Family—$3,300 (no deductible for office visits).

Medical Insurance:

<table>
<thead>
<tr>
<th>Salary Level</th>
<th>$20,000 or less</th>
<th>$20,001 – $40,000</th>
<th>$40,001 – $60,000</th>
<th>$60,001 – $80,000</th>
<th>$80,001 – $100,000</th>
<th>$100,001 – $120,000</th>
<th>$120,001 – $140,000</th>
<th>$140,001 – $160,000</th>
<th>$160,001 – $180,000</th>
<th>$180,001 – $200,000</th>
<th>$200,001+</th>
</tr>
</thead>
<tbody>
<tr>
<td>Individual Coverage:</td>
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<tr>
<td>Total biweekly premium</td>
<td>$310.85</td>
<td>$6.23</td>
<td>$10.40</td>
<td>$16.64</td>
<td>$22.89</td>
<td>$31.21</td>
<td>$40.81</td>
<td>$42.14</td>
<td>$43.51</td>
<td>$44.92</td>
<td>$46.38</td>
</tr>
<tr>
<td>Two-Person Coverage:</td>
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<tr>
<td>Total biweekly premium</td>
<td>$621.69</td>
<td>$87.36</td>
<td>$99.87</td>
<td>$116.51</td>
<td>$133.15</td>
<td>$149.79</td>
<td>$167.57</td>
<td>$173.02</td>
<td>$178.64</td>
<td>$184.45</td>
<td>$190.44</td>
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<tr>
<td>Family Coverage:</td>
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<tr>
<td>Total biweekly premium</td>
<td>$870.37</td>
<td>$122.31</td>
<td>$139.82</td>
<td>$163.11</td>
<td>$186.41</td>
<td>$209.70</td>
<td>$234.60</td>
<td>$242.23</td>
<td>$250.10</td>
<td>$258.23</td>
<td>$266.62</td>
</tr>
<tr>
<td>Family/Two Employees*:</td>
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</tr>
<tr>
<td>Total biweekly premium</td>
<td>$435.18</td>
<td>$23.71</td>
<td>$30.39</td>
<td>$39.94</td>
<td>$49.52</td>
<td>$61.17</td>
<td>$74.33</td>
<td>$76.75</td>
<td>$79.24</td>
<td>$81.81</td>
<td>$84.47</td>
</tr>
</tbody>
</table>

Prescription Drug Benefit (Included with Medical Plan): Three-tiered copay 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—$500; Two Person—$1,000; Family—$1,500

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

<table>
<thead>
<tr>
<th>Dental Insurance</th>
<th>Total Biweekly Premium</th>
<th>Biweekly Employee Contribution</th>
</tr>
</thead>
<tbody>
<tr>
<td>Single</td>
<td>$24.35</td>
<td>$1.05</td>
</tr>
<tr>
<td>Two Person</td>
<td>$48.70</td>
<td>$17.38</td>
</tr>
<tr>
<td>Family</td>
<td>$68.19</td>
<td>$25.34</td>
</tr>
<tr>
<td>Family/Two Employees*</td>
<td>$34.09</td>
<td>$4.67 (ea. Employee)</td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th>Vision Insurance</th>
<th>Total Biweekly Premium</th>
<th>Biweekly Employee Contribution</th>
</tr>
</thead>
<tbody>
<tr>
<td>Single</td>
<td>$2.59</td>
<td>$0.52</td>
</tr>
<tr>
<td>Two Person</td>
<td>$5.16</td>
<td>$2.58</td>
</tr>
<tr>
<td>Family</td>
<td>$8.33</td>
<td>$4.16</td>
</tr>
<tr>
<td>Family/Two Employees*</td>
<td>$4.16</td>
<td>$1.31 (ea. Employee)</td>
</tr>
</tbody>
</table>

*This equals one-half of a full family premium; two-employee couples both pay towards the cost of coverage, each according to her/his own salary level.

*This equals one-half of a full family premium; two-employee couples both pay towards the cost of coverage.
Employees receive 24 regular holidays, except during the first pay period of the fiscal year, when the maximum allowed is 24 days. Hours worked. CTO accrual includes vacation, sick days, and personal days, and three floating days.

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 1.4 times annual base salary for life and an additional 1% for accidental death and dismemberment. Employees may purchase supplemental coverage for themselves or dependents at their own expense. Supplemental 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. (Staff Only: Faculty have Salary Continuation Benefit)

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 $2,500 may be deferred to the Health Care Account and a minimum of $130 or a maximum of $7,500 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.

Tuition Assistance
Middlebury provides 4 separate educational benefits for qualifying employees:
1) Employees and their spouses/partners may take one Middlebury course, for credit, 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.
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 College’s 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
- Biweekly Accrual 7.75 hrs
- Annual Accrual 26 days
- Biweekly Accrual 9.24 hrs
- Annual Accrual 31 days
- Biweekly Accrual 10.73 hrs
- Annual Accrual 36 days
- Biweekly Accrual 11.93 hrs
- Annual Accrual 40 days

For 40 hour work week
- Biweekly Accrual 8.00 hrs
- Annual Accrual 26 days
- Biweekly Accrual 9.54 hrs
- Annual Accrual 31 days
- Biweekly Accrual 11.08 hrs
- Annual Accrual 36 days
- Biweekly Accrual 12.31 hrs
- Annual Accrual 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 Day, the Friday after Thanksgiving, Christmas Day, and up to 4½ additional 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 department closure for regular holidays. Eligibility: Immediate.