

MOUNTAINEERS GO FIRST.

Summary for Benefit Eligible Employees

At **WEST VIRGINIA UNIVERSITY**, Mountaineers Go First.

As a benefits-eligible employee, **WVU Benefits Administration** holds your health and well-being in high regard so you can go above and beyond to reach your goals. WVU offers a comprehensive employee benefits package with a variety of options which you can tailor to meet your needs. To help ensure your benefits are set up accurately, follow the instructions within and turn in all required forms promptly within the designated time frames.

OVERVIEW:

WVU pays the full cost for:

- Basic Life Insurance
- Sick and Annual Leave - *eligibility guidelines apply*
- Approved University Designated Holidays

WVU shares the cost of these benefits with you:

- Health Coverage
- 401(a) Retirement Plan - enrollment mandated by WV
- Retiree Health Coverage - *eligibility guidelines apply*

You may also choose to enroll in the following voluntary benefits. The employee will pay the full cost.

- Dental
- Vision
- Hearing
- Hyatt Group Legal
- Flexible Spending Accounts
- Health Savings Accounts
- Supplemental Retirement Plans: 403(b), 457(b), and Roth 403(b)
- Optional and/ or Dependent life insurance
- Short, Long and/ or Extended long-term disability
- Accident Insurance
- Critical Illness
- Hospital Indemnity
- Universal Life
- Identity Theft
- Pet Insurance

MEDICAL BENEFITS

West Virginia University offers **Insurance Plans** such as **Health, Dental, Vision,** and **Hearing** plans.

RETIREMENT PROGRAMS

401(a) is a defined contribution plan in which benefits-eligible employees are required to contribute six percent (6%) of their gross pay into a 401(a) Defined Contribution Plan which will be matched by an additional six percent (6%) provided by the University. Both the employee and employer contributions are fully vested. Contribution amounts are subject to IRS limits.

Supplemental 403(b), 457(b), and Roth 403(b) Plans allow the benefits-eligible employees to supplement their retirement savings with the advantages of tax-deferral and payroll deduction. Contributions are limited to a maximum determined each year by the Internal Revenue Service.

FLEXIBLE SPENDING and HEALTH SAVINGS

The Medical Flexible Spending Account (FSA) is used to pay for eligible medical expenses which aren't covered by your insurance or other plan. Your full annual contribution amount is available at the beginning of the plan year (July 1) and the maximum amount is \$2550 and must be used during the benefit year with a grace period for incurred expense submissions.

The Dependent Care FSA is a great way to pay for eligible dependent care expenses such as after school care, baby-sitting fees, elder care services, nursery and preschool. The maximum amount depends on your tax filing status and must be used during the benefit year with no grace period. This savings account does not cover tuition fees.

A Health Savings Account (HSA) is a tax-free account that can be used to pay health care expenses. Unlike a Flexible Spending Account (FSA), the funds do not have to be spent in the plan year they are deposited. The maximum amount depends on your tax filing status. This account is only eligible with PEIA Plan C Health Insurance.

Limited-use Medical Flexible FSA is designed specifically for employees who wish to take advantage of a Health Savings Account (HSA) while continuing to enjoy the tax savings expected from an FSA. However, the funds in a Limited-Use Medical FSA can only be used for dental, vision, and preventive care expenses not covered by your high deductible health plan. This account is only eligible with PEIA Plan C Health Insurance.

LIFE INSURANCE

Basic Life Insurance premiums for active employees are paid by WVU and coverage amounts are based on age.

Optional Life Insurance for benefits-eligible employees is guaranteed up to \$100,000 without evidence of insurability if enrolled during optional deadline period. Additional options are available.

Dependent Life Insurance is also offered and may require evidence of insurability.

ACCIDENT INSURANCE

Accident Insurance is available for purchase through convenient payroll deductions. Employees choose the coverage limits and amounts in multiples of \$10,000 up to \$350,000. Amounts above \$250,000 cannot exceed 10 times an employees annual base salary. Employees can purchase coverage for themselves, spouse and/ or children.

HYATT GROUP LEGAL PLAN

The Legal Plan covers full representation for many important personal legal services.

SPOTLIGHT PROGRAMS

Care@Work - WVU has partnered with Care.com, a national organization of caregivers, to bring eligible employees and members of the WVU Retirees Association Care@Work membership at no cost. Eligible employees will have access to care for every member of their family, no matter where they are nationwide, simply by signing up with their official WVU e-mail address.

WVU WELLNESS

Employee Wellness is a program that encourages all employees to manage one's well-being every day and offers multiple resources to enhance the health and wellness of the employees.

DISABILITY PLANS

Mt. Flex Short-term Disability is a pre-tax benefit. The weekly Short-Term Disability (STD) benefit is based on the employee's earnings from WVU. The group insurance policy refers to these earnings as pre-disability earnings. The weekly benefit is 70 percent of the employee's pre-disability earnings, reduced by deductible income. The maximum weekly benefit is \$750.

Mt. Flex Long-term Disability is a pre-tax benefit. The monthly Long-term Disability benefit is based on the employee's earnings from WVU. The group insurance policy refers to these earnings as pre-disability earnings. The monthly benefit is either 50 or 70 percent of the employee's pre-disability earnings, reduced by deductible income. The maximum monthly benefit is \$6000 (50%) or \$8571 (70%).

Standard Long-term Disability (LTD) is a post-tax premium; therefore, the benefit is not taxable. The income benefit is based upon the employee's base salary and begins after six months of total disability. The income benefit is 60% of the employee's base salary up to \$5,000 - therefore salary amounts over \$100,000 are not covered (see ILTD below)– less any offsets, such as any income payable from Social Security, Worker's Compensation, and any disability benefit payable under any insurance or retirement plan sponsored by WVU or any salary continuance programs. The minimum monthly benefit under this plan is \$100. The annuity benefit provides for a monthly contribution of an amount equal to 12 percent of the employees' salary to TIAA and/or CREF Retirement Accounts. The plan also includes a "Survivor Income Benefit" payable as of the first day of the month after the employee's death. The "Survivor Income Benefit" equals the last monthly income benefit received, multiplied by three. It will be paid to surviving dependent(s) if criteria are met.

Extended Individual Long-term Disability (ILTD) is designed to be a complement to your Standard Long-Term Disability (LTD) plan at WVU and is restricted to those earning more than \$100,000 annually.

ILTD plan offers:

- Higher income replacement of income if long-term disabled
- High quality policy features -you own the individual policy and you make all the decisions on the policy
- You can keep the policy if you no longer work at WVU
- Benefits are not subject to federal and state income tax
- Premiums are discounted and payroll deduction arrangements are offered.

AFFORDABLE CARE ACT

The **Affordable Care Act** is a federal law that put in place comprehensive health insurance reforms and IRS reporting requirements. The law expanded those employees at WVU who are now considered eligible for health insurance.

ADDITIONAL VOLUNTARY BENEFITS

Critical Illness provides a lump-sum benefit for covered critical illnesses that includes: heart attack, stroke, coronary artery bypass surgery, major organ transplant, end-stage renal failure, invasive cancer, carcinoma in situ; along with supplemental critical illness benefits such as advanced Alzheimer's disease, Advanced Parkinson's disease, coma, benign brain tumor and more. Guarantee issue for you and your family: No evidence of insurability is required.

Hospital Indemnity supplements existing medical coverage to help you pay for out-of-pocket medical expenses associated with a hospital confinement. Coverage is guarantee issue with no medical exams or test to take. Coverage is available for the whole family. Benefits include hospitalization due to pregnancy.

Universal Life offers an additional death benefit for long-term care rider included and is available in amounts up to \$150,000.

Identity Theft Protection through InfoArmor proactively protects against identity theft, and also includes credit monitoring for free. By detecting fraud at the source, InfoArmor's PrivacyArmor benefit will minimize damages and better protect you from the #1 crime in America.

- Proactive identity monitoring, including High Risk Transaction monitoring
- Credit monitoring, monthly credit score, and an annual credit report
- Fully-Managed Privacy Advocate® Identity Restoration
- WalletArmor to make replacing a lost wallet quick and easy
- Digital Identity report with Privacy Grade and tips
- Solicitation reduction and more

Pet Insurance offered through VPI; America's oldest, largest and most popular pet insurance provider. It is accepted by all vets, even specialist and emergency providers. Easy claims process that covers accidents, illnesses and preventative care. WVU employees are offered discounted rates.

WVU Credit Union

WVU's Credit Union is Federally insured and owned entirely by its members and is operated for them exclusively. Payroll deductions and direct deposits available.

Discounts

WVU is proud to offer **programs, services, and discounts** that benefit employees, their families and the community such as; for athletic events, car rentals, software, and retail. Eligibility may vary by program, service and discount.

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