

FRINGE BENEFITS - FULL-TIME, NON-EXEMPT STAFF

HEALTH INSURANCE*

A choice of two partially contributory medical plans administered by Harvard Pilgrim HealthCare - HMO or PPO

DENTAL INSURANCE*

A partially contributory dental plan administered by Northeast Delta Dental, which includes diagnostic/preventive, basic and major restorative and orthodontics.

**Franklin Pierce College offers Domestic Partner Benefits for Health and Dental Insurances.*

VISION PLAN

A voluntary vision benefit administered by VSP – Provides coverage for frames, lenses, contacts, office visits, and Lasik procedures.

LIFE AND ACCIDENTAL DEATH AND DISMEMBERMENT INSURANCE

A college sponsored group term insurance plan that equals one and one-half times base annual salary rounded to the nearest \$1,000 increment.

AFLAC-VOLUNTARY ACCIDENT INDEMNITY PLAN

AFLAC (American Family Life Assurance Company of Columbus) The Accident Indemnity Plan is designed to help cover the expenses associated with an accidental injury. It pays to you directly, unless you assign benefits, regardless of any other insurance you may have. Benefits include accident hospital confinement, accidental death and dismemberment, and many others.

VOLUNTARY GROUP TERM LIFE INSURANCE PROGRAM

A program that offers the employee and dependents the opportunity to purchase affordable group term life insurance. All active full time faculty and staff are eligible to apply for this program. This insurance is also available for the spouse under the age of 70, and a dependent child under the age of 20 (unless a full time student) of an eligible employee.

WORLDNET SERVICES – 24HR TRAVEL ASSISTANCE

WorldNet is a complimentary travel service provided by Reliance Standard Life Insurance Company. This service will provide assistance with medical and other emergencies that may occur when traveling. This program also covers spouses and dependent children up to the age of 20 (26 if child is a full time student).

SHORT-TERM DISABILITY INSURANCE

A non-contributory short-term disability plan that indemnifying monthly income at 75% with a 7 day waiting period for either accident or illness payable for up to 6 months.

DEFINED CONTRIBUTION RETIREMENT PLAN

Franklin Pierce College Retirement Plan is a defined contribution plan that operates under Section 403(b) of the Internal Revenue Code. This plan provides retirement benefits for participating employees. Benefits are provided through either Teachers Insurance and Annuity Association and College Retirement Equities Fund (TIAA-CREF) or The Variable Annuity Life Insurance Company (AIG VALIC). To qualify you must be 21 years of age and have one-year of service at an institution of higher education. The plan provides immediate vesting at 100%.

The College contributes a minimum of 6% to a maximum of 10% of salary based on age and seniority as of January 1st of each year. The formulation table is as follows:

Age	Years of Services			
	0-4	5-9	10-14	15+
21-34	6.0%	7.0%	8.0%	8.5%
35-44	7.0%	8.0%	9.0%	9.5%
45+	7.5%	8.5%	9.5%	10.0%

Employees may also participate in a tax-deferred annuity plan through either Teachers Insurance and Annuity Association and College Retirement Equities Fund (TIAA-CREF) or The Variable Annuity Life Insurance Company (AIG VALIC). Plan contributions shall be held for the exclusive benefit of the participant. Participation can commence of the first of the month after employment.

EMPLOYEE ASSISTANCE PROGRAM

The Employee Assistance Program (EAP) provides confidential help, by calling a toll free number, in the identification and resolution of personal concerns including, but not limited to health, marital, family, alcohol, drug, emotional, and stress.

VACATION

Commencing with the first day of the month following 30 days of employment, 8 vacation hours are accrued monthly to a maximum of 80 vacation hours per year. Non-exempt staff will accrue 120 hours of vacation time per year beginning with their fifth year at the College and 160 hours per year during their tenth and subsequent benefit accrual years. Vacation time for staff that works less than 12 months per year is prorated accordingly.

SICK PAY

Commencing with the first day of the month following 30 days of employment, 1 sick day is accrued monthly to a total of 7 days per year. Accumulated and unused Sick/Health time is not cashable upon termination of employment.

PERSONAL TIME

Commencing with the first day of the month following 30 days of employment, one-half personal day (4 hours) is accrued monthly to a total of 3 days per year. Personal days are not reimbursable at time of termination.

FLEXIBLE SPENDING ACCOUNTS

To the extent allowed by Federal law and IRS regulations, pre-tax dollars may be reduced from salary each month to reimburse employees and their IRS dependent for the following expenses:

- A. **MEDICAL EXPENSE REIMBURSEMENT** - Most all medical, dental, and vision care, including eye glasses and contact lens expenses, not paid/covered by insurance, may be reimbursed with employee pre-tax (both Income Tax and Social Security Tax) money.
- B. **DEPENDENT CARE REIMBURSEMENT** - Expenses for qualified disabled or elderly care, or child care (dependent children under age 13 years) may be reimbursed with employee pre-tax (both Income Tax and social Security Tax) money. The college will match up to \$1000 per calendar year.
- C. **PREMIUM CONTRIBUTIONS** - The employee monthly premium contributions for both health and dental insurance coverage may be contributed with employee pre-tax (both Income Tax and Social Security Tax) money.

EDUCATION BENEFIT

There are three undergraduate education benefit programs available after one-year of full-time employment. The Franklin Pierce College Program offers complete tuition remission for staff members, their spouses and children; the New Hampshire College and University Council (NHCUC) Cooperative Tuition Remission Exchange Program offers full tuition scholarship for employees tax-dependent children; and the Tuition Exchange (TE) and Council of Independent College (CIC) Programs offer tuition relief at Colleges and Universities nationwide for employees' children.

SERVICE CREDIT UNION

Employees are able to participate through payroll deduction with Service Credit Union, who provides a full array of financial services.

TD BANKNORTH

TD Banknorth's "Simply Preferred Checking Account" for college employees allows such benefits as free basic wallet-style checks, free e-bill pay, bonus rates on savings and CD accounts, as well as Safe Deposit Box and Home Equity Loan/Line rate discounts.

NORTHFIELDS ACTIVITY CENTER

Employees are eligible to receive a membership to the Northfields Activity Center at no cost. Spouse and children of employees are also eligible for membership at a discounted rate.

MEAL DISCOUNT

Franklin Pierce College provides meals at a reduced rate for employees who utilize the College Food Services on Campus during work hours.

CAMPUS BOOKSTORE

All employees will receive a ten percent (10%) discount on most College Bookstore purchases.

ENTERPRISE CAR RENTAL

Employees are able to receive corporate rates for personal use of a rental vehicle through Enterprise Car Rental.

CAMPUS LIBRARY

Employees and their families will have the privilege of borrowing library materials for up to one semester at a time