

# Adrian College FULL TIME PLANT Benefit Summary

## Health/Dental/Vision Insurance

- ✓ Blue Cross Blue Shield Michigan (PPO or CDHP plan)
- ✓ Single, 2-Person and Family coverage levels available
- ✓ Any spouse electing to be covered under an Adrian College health insurance must elect employer offered coverage as primary insurance

## 403b Retirement Plan

- ✓ Traditional (Pre-Tax) and ROTH (Post-Tax) options available to employee upon hire
- ✓ FREE professional financial planning services available by phone, virtual appointments and on-campus meetings

## Other Employer Paid Benefits

- ✓ Basic Term Life & AD&D Insurance (\$10,000)
- ✓ Health Savings Account – Adrian College currently contributes two deposits per benefit year equal to approximately half of the appropriate annual deductible of the CDHP plan (only if electing CDHP)
- ✓ Employee Assistance Program – Free for employees
- ✓ Tuition Waiver and Exchange Benefits for employee and/or eligible family members after one year of employment (Includes Adrian College, Council of Independent Colleges, and The Tuition Exchange)

## Other Voluntary Benefits (employee paid)

- ✓ Flexible Spending Accounts – Health and/or Dependent Care (please check eligibility requirements)
- ✓ Voluntary Life & AD&D Insurance – Additional coverage amounts may be elected for employee, spouse, and/or dependent children
- ✓ Voluntary Short Term Disability Insurance
- ✓ LifeLock monitoring services
- ✓ Pet Insurance

## Paid Time Off

- ✓ Up to 18 days of Paid Time Off (prorated for first year)
- ✓ Holiday Pay – 12 paid holidays per year
- ✓ Docking Days – Unofficial extra paid days off in December

## Annual Open Enrollment

- ✓ Benefit elections and plans generally run on a benefit year of July 1 – June 30
- ✓ Annual Open Enrollment occurs in May/June each year with benefit changes to be effective on July 1st

## Work/Life Integration

- ✓ Scheduled 40-hour work week with Shift Premium
- ✓ Paid Holidays
- ✓ Generous Paid Time Off
- ✓ Maternity and Parental Leave
- ✓ Seriously Ill Provisional Leave

## AC Perks

- ✓ 10% Discount at Adrian College Bookstore
- ✓ Access to Merillat Sports & Fitness Center (employee, spouse, children)
- ✓ Free entry into Adrian College Athletic events (employee only)
- ✓ One complimentary ticket to Adrian Symphony Orchestra performances on Adrian College campus
- ✓ Dining at Ritchie Marketplace – only \$5.50 per meal
- ✓ Discounted tickets to African Safari Wildlife Park (30% off)
- ✓ Preferred Employer discount at Woodbury Estates Apartments (for new lease agreements)
- ✓ 30% Discount on Adrian College event venues through Conference Services
- ✓ Employees will receive a discount on golf club memberships at the Tecumseh Golf Club

*Please check with Human Resources on eligibility for the benefits listed above. Benefit availability is subject to change at any time. Adrian College is an Equal Opportunity Employer.*