

# Dartmouth College

## Benefit Summary

### For Research Fellows & Research Associate B's \*

\* Appointments of at least 9 consecutive months, and at least half-time.

#### ***Orientation Program***

Once the Benefits Office receives notice from the payroll department of the appointment, Research Fellows and Research Associate B employees are invited to attend a comprehensive orientation program at which they receive their benefit information and enrollment materials. It is important to give the department correct personal information ( Social Security number, date of birth, address) as soon as possible after accepting the appointment. Absence of this information will delay an invitation to orientation.

#### ***Standard Benefits***

Research Fellows and Research Associate B employees can enroll in Standard Benefits effective their appointment date . Medical, dental, life insurance, and retirement benefits, are not activated until the FlexOnline enrollment process is completed. The window to enroll is 30 days from orientation.

## **Standard Benefits Program**

#### ***Benefit Options:***

Medical (*must elect one of the following*):

- No coverage (must have other coverage)
- \$1500 deductible Indemnity plan (***default***)
- BlueChoice (a Point of Service plan)
- Preferred Blue (a Preferred Provider Organization)

Dental (*may elect one of the following*):

- No coverage (***default***)
- Coverage in a comprehensive plan
- Orthodontia is not covered
- No waiting period

Life Insurance (**may elect one of the following**):

- No coverage
- \$5,000 coverage
- 1 x pay in coverage
- 2 x pay in coverage
- 2.5 x pay in coverage

(The maximum possible election is \$1,000,000 in coverage. The College matches the elected coverage with Accidental Death and Dismemberment Insurance at no cost, to a maximum of \$250,000. No personal medical information is needed for an initial election of up to 2.5

### ***Benefit Contribution:***

The College provides a contribution for medical insurance, which can be used to purchase any of the medical plan options. The contribution amount is based on 96 percent of the cost of single membership in the Blue Choice plan, or if covering dependents, 81 percent of the two-person or family membership cost for this same plan. The contribution received under Standard Benefits, used to purchase the medical plan, is pro-rated for part-time appointments. Costs for medical coverage in excess of the contribution amount are paid by the Research Fellow or Research Associate B. A contribution is not provided for dental or life insurance, and participation is voluntary. These costs are paid with contributions from salary.

## **Vacation**

Research Fellows and Research Associate B employees are given 14 calendar days of vacation per fiscal year on July 1, to use in that fiscal year. The fiscal year at Dartmouth runs July through June. New appointments that begin sometime other than July 1 receive pro-rated vacation for that fiscal year.

## **Retirement Plan: Research Associate B**

The Dartmouth Retirement Plan consists of two parts: College contributions made on an employees behalf under the Defined Contribution Retirement Plan, and contributions voluntarily made by an individual under a Supplemental Retirement Account. Contributions are not taxed currently, but will be taxed as income when received during retirement.

### ***Defined Contribution Retirement Plan***

Under this plan Dartmouth makes regular, per paycheck contributions based on a percentage of salary and age on behalf of the Research Associate B (Research Fellows are not eligible):

Age 21 to age 29 - 3%

Age 30 to age 34 - 5%

Age 35 and older - 10%

It is necessary to continue working at the College for three consecutive years to be vested in this plan. If you leave employment before achieving three years of service, the contributions made to this plan are forfeited.

### ***Supplemental Retirement Account***

Under the Supplemental Retirement Account (SRA), Research Associate B employees can make voluntary tax-deferred contributions to increase their retirement income. These contributions belong solely to the individual - no vesting schedule applies. The amount one can tax-defer is subject to IRS limits.

### ***Investment Options***

There are three investment options for the retirement plans: TIAA-CREF Insurance Company, Fidelity Investment Services, and Calvert Group.

## **Travel Accident Insurance**

As of the first day of appointment, Research Associate B employees are insured for accidental

death and dismemberment insurance with a life benefit of \$750,000, while traveling on College business. Additionally, the College provides supplemental Scheduled Air Business Travel accidental death and dismemberment coverage with a life benefit of \$750,000. Research Fellows are not eligible for this benefit.

*This Benefit Summary is not intended to be a summary plan description (SPD) as defined under ERISA law. For more information please see the certificate and SPD for each benefit plan. The College reserves the right to change these employee benefit plans and policies at its discretion. For more information, please call the Benefits Office at 603-646-3588.*

**12/08**