Le Moyne College 2013 Benefits at a Glance

Please note:

This handout highlights Le Moyne College's benefits plans. While every effort is made to ensure its accuracy, if any discrepancies exist between this guide and the governing plan documents, the governing plan documents will prevail.

Employee = EE

Le Moyne College = LMC

A Benefits Fair is held late October/early
November every year and is the first day of open enrollment, which lasts 2-3 weeks and allows you to make changes to your benefits.

Benefits at a Glance

As a Le Moyne College employee you can take advantage of a variety of benefits and opportunities which will add to the quality of your life. Detailed benefit information can be found online: www.lemoyn.edu/hr in the "Benefits" section, which expands on the following information:

Health Benefits:

- 1. Medical Plans & Prescription Drugs
- 2. Dental Plan
- 3. Vision Discount cards
- 4. Flexible Spending Accounts (Medical and/or Dependent Care)

Protection Benefits:

- 1. Life and Accidental Death & Dismemberment (College paid)
- 2. Long-term disability (LTD)
- 3. Short-term disability (STD)
- 4. Worker's Compensation

Retirement:

1. Retirement Annuity Plan

Voluntary Benefits:

- 1. AFLAC Cancer & Accident Insurance
- 2. The Hartford Voluntary Life & AD&D
- 3. MetLife Auto & Home
- 4. Credit Union Memberships

Campus Benefits:

- 1. Henninger Athletic Center (fitness classes, weight room, pool, etc.)
- 2. Dining Facilities
- 3. On-site parking
- 4. W. Carroll Coyne Center for the Performing Arts
- 5. College Bookstore

Work/Life Balance:

- 1. Pre-scheduled paid holidays & discretionary holidays
- 2. Employee Assistance Program
- 3. Educational/Training Programs
- 4. Tuition remission/Assistance Programs
- 5. Guaranteed Mortgage Program
- 6. Discount Programs (AT&T, Verizon, Adobe & Microsoft programs, 10% of at Goodyear)

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Benefit	Description	Who pays for the benefit	When you are eligible
Health Benefits:			
1. Medical Plans & Prescription	PPO-J & HealthyBlue Plans	Val. 9 IMC	1st of the month following date of him
Drugs 2. Dental Plan	Mail Order Drug Program	You & LMC	1st of the month following date of hire 1st of the month following 6 months of
2. Bentarrian	Delta Dental Insurance	You & LMC	employment
3. Vision	Empire Vision & Sterling		
	Optical Discount Programs	You	Date of hire
4. Flexible Spending Accounts	Health & Dependent Care	You	1st of the month following date of hire
Protection benefits			
1. Life and Accidental Death &			
Dismemberment (LTD)	Life Ins = 2.5 X base pay	LMC	1st of the month following date of hire
2. Long-term disability (LTD)	LTD	LMC	1st of the month following 1 yr of employment
3. Short-term disability (STD)	STD	LMC	Date of hire
4. Worker's Compensation	Worker's Compensation	LMC	Date of hire
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Retirement 1. Retirement Annuity Plan	EE Contributes (at least) 3.5% and LMC Contributes 9.5%	You LMC	Date of hire
	EE can contribute additional to RA or SRA accts.		
Voluntary benefits	Ins. for cancer and/or		Within 31 days of hire or open
1. AFLAC Cancer & Accident	accident claims		enrollment
Insurance		You	
2. The Hartford Voluntary Life &	Available to you, spouse, and	Vari	Within 31 days of hire or open
AD&D 3. MetLife Auto & Home	dependents Auto & home insurance	You	enrollment Date of hire
3. Wetelle Auto & Home	Syracuse Federal and Beacon	100	Date of time
4. Credit Union Memberships	Federal	You	Date of hire
Campus benefits			
1. Henninger Athletic Center	On-campus gym and pool	LMC	Date of hire
2. Dining Facilities	On-campus dining	You	Date of hire
3. On-site parking	Free parking passes	LMC	Date of hire
4. W. Carroll Coyne Center for the		V	5
Performing Arts	PAC event discounts	You	Date of hire
5. College Bookstore	10% discount off specific items	You	Date of hire
Work/Life Balance			
1. Pre-scheduled paid holidays &	11 days/calendar year;		
discretionary holidays	Holy Thursday & Dec. 26-31	LMC	Date of hire
2. Employee Assistance Program	Free, confidential program to		
	help you and/or your family	LMC	Date of hire
3. Tuition remission/Assistance	Tuition remission, FACHEX,		Date of hire (EE); following 3 yrs of
Programs	Tuition Exchange Program	LMC	employment for spouse & dependents
4. Guaranteed Mortgage Program	LMC guarantees the loan for		
	employees buying a home; only for specific properties	LMC	Date of hire
5. Educational/Training Programs	only for specific properties	LMC	Date of hire
6. Discount Programs		LMC	Date of hire