

**SUNY RESEARCH FOUNDATION BENEFITS AT A GLANCE**

<b>BENEFIT</b>	<b>DESCRIPTION</b>	<b>ELIGIBILITY</b>	<b>EFFECTIVE DATE</b>	<b>COST</b>
<b>HEALTH INSURANCE/ PRESCRIPTIONS</b>	Options:  Empire Blue Cross PPO  HMO-Blue  MVP East	Employee in active pay status working at least 50% of time on a regular appointment	42 day waiting period	2012 bi-weekly rates:  <u>Empire PPO--</u> Individual \$28.02 EE + Spouse \$103.08 EE + Child(ren) \$83.18 Family \$167.20  <u>HMO-Blue--</u> Individual \$78.41 EE + Spouse \$247.26 EE + Child(ren) \$102.42 Family \$247.26  <u>MVP East--</u> Individual \$36.15 EE + Spouse \$100.44 EE Child(ren) \$132.57 Family \$159.86
<b>VISION</b>	Davis Vision	Same as health insurance	6 month waiting period	The Research Foundation pays the full cost of coverage for this plan
<b>DENTAL</b>	Delta Dental	Same as health insurance	6 month waiting period for preventive, basic and orthodontics: 12 month waiting period for major and prosthodontic	Cost sharing biweekly deductions of \$1.50/employee or \$6.62/family
<b>FLEX BENEFITS (PRE-TAX DEDUCTIONS)</b>	A portion of salary is designated by employee to establish a fund to cover eligible child care, elder care and/or un-reimbursed health care expenses with pre-tax dollars.  RF will make a one time contribution of \$300 - \$800 to the Dependent Care FSA based on employee salary.	Must be receiving regular biweekly paychecks	6 month waiting period.	The employee determines the amount to be deducted, maximum \$5,000 annually for child/elder care; with maximum \$4,000 annually for health care.

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<b>BASIC LIFE (AD&amp;D)</b>	\$10,000 basic life and accidental death and dismemberment payable upon death of employee.	Same as health insurance	6 months	The Research Foundation pays the full cost of coverage for this plan.
<b>OPTIONAL LIFE (AD&amp;D)</b>	Optional life and accidental death and dismemberment of 1 – 7 times your salary up to a maximum of \$290,000 payable upon death of employee	Same as health insurance	6 months	The employee pays for this benefits through biweekly payroll deductions.
<b>WORKERS' COMPENSATION</b>	2/3 weekly salary up to \$772.96 per week for injury/illness incurred on the job.	Coverage begins on the first day of active work.	Coverage begins on the first day of active work. Income replacement benefit begins 7 days after the day the disability begins.	The Research Foundation pays the full cost of coverage for this plan.
<b>NEW YORK STATE DISABILITY</b>	50% of salary up to \$170 maximum per week for a duration of up to 26 weeks. Must be employed the last 4 out of 8 weeks prior to disability	All employees, must exhaust all sick leave credits	There is a 7 days waiting period before benefits begin, starting with the first day you are unable to work because of your disability.	The Research Foundation pays the full cost of coverage for this plan
<b>LONG TERM DISABILITY</b>	60% of earnings to a maximum monthly benefits of \$7,500 after 6 months of total disability; offset by other sources of income.	Full time employees continuously disabled for 6 months or longer.	1st day of the month following 1 year of full time service	The Research Foundation pays the full cost of coverage for this plan.
<b>BASIC RETIREMENT</b>	After 1 year waiting/vesting period, 8% of earnings contribution for first 7 years of service and 10% of earnings thereafter for Tier 4 members (hired after 7/1/94). Ownership of funds after 1 year.	Employee in active pay status working at least 50% of time on a regular appointment.	1 year waiting/vesting period	The Research Foundation pays the full cost of coverage for this plan.
<b>OPTIONAL RETIREMENT</b>	Tax deferred savings (403b plans) are available through TIAA-CREF.	All employees	None	Employee pays for this benefit through tax-deferred salary reduction.

This summary has been prepared for illustrative purposes only and the information provided is subject to change. This summary will not convey, grant or guarantee any benefit(s) or employment right(s).

