



COLLEGE *of the* OZARKS®

EMPLOYEE
BENEFITS
SUMMARY

RETIREMENT PLAN

- | Employees contributing a minimum of 5% to C of O's 403(b) retirement plan will receive an employer contribution of 10%.

PAID TIME OFF

- | Paid holidays, sick, vacation time are available, based on faculty/staff standing.

ID SHIELD PROTECTION

- | Employee coverage is paid at 100% for ID protection in case of stolen identity or compromised bank/credit card accounts.

HEALTH INSURANCE

- | Employee health insurance premiums are paid by the College for employees who enroll in the High-Deductible Plan or the Standard PPO Plan with a \$3,000 deductible. A buy-up plan is available, as well as a Flexible Spending Account (FSA) option for medical and dependent care reimbursements.

LIFE INSURANCE

- | Employee's life insurance coverage for \$50,000 Term Life and \$50,000 AD&D is 100% paid for by the College. Additional life insurance and/or AD&D coverage is available at employee's expense

DENTAL INSURANCE

- | Preventive services are covered at 100%, basic services at 80%, and major services at 50% with a \$50 yearly deductible and a \$1,000 annual allowance. Employee coverage is 100% paid and goes into effect on the first day of employment.

VISION INSURANCE

- | Voluntary coverage is available with an annual eye exam, frame/lens, and contact lens allowance. Coverage goes into effect the first day of employment.

LONG TERM DISABILITY INSURANCE

- | Long Term Disability coverage is available to provide 60% of an employee's covered monthly earnings, to a maximum benefit of \$7,500. Employee coverage is paid by the College.