



## ALVERNO COLLEGE

# BENEFITS AT A GLANCE

At Alverno College, we offer a comprehensive benefits package designed to support the health, financial well-being, and work-life balance of our employees and their families.

### HEALTH & WELLNESS

- **Medical:** Choice of three United Health Care health plan options, offering options to fit different health care needs and budgets.
- **Dental:** Comprehensive plan to help with the cost of preventive, basic, and major dental services, with access to a broad network of participating providers.
- **Vision:** Coverage for routine eye exams to assist with the cost of glasses, contact lenses, and other vision care needs

### FINANCIAL SECURITY

- **Flexible Spending Accounts:** Set aside pre-tax dollars for eligible health care expenses or dependent care expenses, up to IRS limits.
- **Life Insurance:** College-paid basic life and AD&D coverage of 1.5x annual salary, up to \$200,000; employees may purchase additional life insurance for themselves and eligible dependents
- **Retirement:** Employees may contribute to the TIAA 403(b) plan upon hire; the College provides a 5% match after one year, or immediately with qualifying nonprofit service within the prior 12 months
- **Short- and Long-Term Disability:** Provides income protection if you are unable to work due to a qualifying illness or injury; the College pays 100% of the Short-Term Disability premium and 75% of the Long-Term Disability premium
- **Paid Maternity Leave:** Provides 100% income replacement for up to 6 weeks following childbirth (8 weeks for a C-section), coordinating with Short-Term Disability coverage

### WORK & LIFE

- **Generous Paid Time Off:** Full-time employees are eligible for 10-25 vacation days, 12 sick days, 12 holidays and a winter break
- **Employee Assistance Program** with additional financial wellness tools, identity theft assistance, travel assistance, will preparation services, and hearing discounts.
- **On-campus fitness center**
- **Library**
- **Cafeteria**

### EDUCATION BENEFITS

- **Tuition Remission benefits** for eligible employees and family members, along with access to tuition exchange programs that may provide opportunities for eligible dependents to attend participating colleges and universities tuition-free or at significantly reduced tuition.
- **Public Service Loan Forgiveness:** Employment with the College may qualify toward federal student loan forgiveness through the Public Service Loan Forgiveness program, subject to federal eligibility requirements.

**Invest in Your Future.  
Take Care of Yourself.  
Enjoy Life Outside of Work.**

Alverno's benefits are designed to support employees throughout different stages of their careers and lives.

Additional information about eligibility, coverage options, costs, and plan provisions is provided during the hiring and enrollment process.

*This overview highlights selected benefits and is not intended to provide complete plan details. Eligibility and benefits are subject to applicable plan documents and College policies.*

