Benefit Highlights Information 2016

Non-Supervisory Merit
(Bargaining Unit Classifications)
Employees appointed to permanent positions in Merit bargaining unit classifications with an appointment of 1/2 time or greater and duration of at least nine continuous calendar months are eligible for participation in the following benefit programs, unless otherwise indicated.

## RETIREMENT

*Vesting means that you retain entitlement to the employer contributions plus all earnings, even if you terminate employment with ISU.*

### Iowa Public Employees’ Retirement System (IPERS):

Participation is compulsory except for employees who elect TIAA-CREF. Contributions are as follows:

<table>
<thead>
<tr>
<th>Effective Date</th>
<th>ISU Contribution</th>
<th>Employee Contribution</th>
</tr>
</thead>
<tbody>
<tr>
<td>Current</td>
<td>8.93% of budgeted salary</td>
<td>5.95% of budgeted salary</td>
</tr>
<tr>
<td>Future Dates</td>
<td>Future contributions will be based on actuarial valuation and subject to change by State Legislative Act. IPERS may adjust rate up or down by no more than 1.0 percentage point.</td>
<td></td>
</tr>
</tbody>
</table>

Employees are vested after completion of seven years of continuous service or upon reaching 65 while in IPERS covered employment, whichever comes first. Members who have not vested by July 1, 2012 must work until they complete seven years of service to vest, unless they turn 65 while in IPERS covered employment first.

### Teacher’s Insurance Annuity Association-College Retirement Equity Fund (TIAA-CREF):

Employees with a budgeted salary of $7,800 or more may elect this option in lieu of IPERS. Contributions are as follows, based on budgeted salary:

<table>
<thead>
<tr>
<th>Years of Service</th>
<th>ISU Contribution</th>
<th>Employee Contribution</th>
</tr>
</thead>
<tbody>
<tr>
<td>First 5 years</td>
<td><strong>5 Year Split Rate</strong>&lt;br&gt;6 2/3% of first $4,800&lt;br&gt;10% of the remainder</td>
<td><strong>5 Year Split Rate</strong>&lt;br&gt;3 1/3% of first $4,800&lt;br&gt;5% of the remainder</td>
</tr>
<tr>
<td>Year 6</td>
<td>10%</td>
<td>5%</td>
</tr>
</tbody>
</table>

Employees are vested after completion of three years of continuous service.

Employee and ISU contributions are established and are subject to change by Iowa State University and approval by the State Board of Regents.

### Group Supplemental Tax Sheltered Annuities – SRA (Optional)

Contributions from employees’ salary per employee request. Group supplemental retirement plans are available to all employees regardless of their basic retirement plan option. Employees can elect contributions on a tax deferred basis, after tax (Roth 403b), or a combination of tax deferred and after tax. The University does not match these contributions.
Lancelot and Elaine
Lancelot and Elaine are the swans who currently reside on Lake LaVerne and originally donated by the Class of 1931.

Lake LaVerne
Lake LaVerne was constructed and landscaped in 1916, a gift of LaVerne Noyes, an 1872 Iowa State alumnus. One of Iowa State’s many traditions involves Lake LaVerne. If you walk silently around the lake three times with your beloved, you are destined to be together.

MEDICAL INSURANCE – State of Iowa Plans
Eligibility: Insurance coverage becomes effective on the first of the month following 30 calendar days from the date of hire. Provided enrollment application is completed prior to the assigned deadline.

Family coverage includes employee and spouse/domestic partner and/or dependent children.

A “double spouse/domestic partner” option may be available for employees whose spouse/domestic partner is also employed with ISU or the State of Iowa. Contact the Benefits Office for details if your spouse/domestic partner is a State of Iowa or an ISU Non-Supervisory Merit employee.

<table>
<thead>
<tr>
<th>Monthly Premium for Employee to Pay – 2016</th>
</tr>
</thead>
<tbody>
<tr>
<td>Program 3 Plus (Classic Blue)</td>
</tr>
<tr>
<td>Iowa Select (Alliance Select)</td>
</tr>
<tr>
<td>Blue Access</td>
</tr>
</tbody>
</table>

Overview of Benefits
Please Note: The information in this summary regarding insurance coverage is limited. Benefits are administrated as described in each plan’s coverage manual provided by the insurance company and available on-line.

The State of Iowa Medical Plans Administrator:
Wellmark Blue Cross/Blue Shield of Iowa
Program 3 Plus (Classic Blue)  
(Nationwide Blue Cross/Blue Shield Network)

- Out-of-pocket maximum: $650 (single), $1,450 (family).
- Deductible: $300 (single), $400 (family), inpatient services only.
- Physician Services: 80%/20% co-insurance.
- Office Call: $15 co-pay – no deductible.
- Hospital Services: 80%/20% co-insurance, after deductible.
- Other Services: 80%/20% co-insurance.
- Prescriptions: $5 generic, $15 formulary brand, $30 non-formulary co-pay. Mail order for maintenance drugs available for a 90 day supply for 2 month co-pay. Separate out-of-pocket maximum $500 (single), $1,000 (family).

Iowa Select (Alliance Select)  
(Nationwide Blue Cross/Blue Shield Network)

- Out-of-pocket maximum: $650 (single), $1,450 (family).
- Deductible: $250 (single), $400 (family) – waived for in-network office services.
- Physicians Services: In-network 90%/10%; Out-of-network 80%/20% co-insurance, after deductible.
- Office Calls: In-network $15 copay – no deductible; Out-of-network $15 co-pay, 20% co-insurance, deductible.
- Hospital Services: In-network 90/10%; Out-of-network 80/20% - after deductible.
- Prescriptions: $5 generic, $15 formulary brand, $30 non-formulary brand. Mail order for maintenance drugs available for a 90 day supply for 2 month co-pay. Separate out-of-pocket maximum $500 (single), $1,000 (family).

Blue Access  
(Wellmark Health Plan of Iowa Network)

- Out-of-pocket maximum: $750 (single), $1500 (family). All co-insurance and co-payments go toward out-of-pocket maximum.
- Coverage based on services from in-network providers.
- Deductible: None.
- Office Calls: $10 co-pay per visit.
- Co-insurance: Varies by service.
- Hospital Services: 10% co-insurance.
- Prescriptions: $5 generic, $15 formulary brand, $30 or 25% for non-formulary brand. Separate out-of-pocket maximum of $5,850 (single) $11,700 (family).

Beardshear Hall

Originally named the Central Building when completed in 1908, this building housed the mathematics, English, botany, history and modern languages departments as well as the president, secretary, treasurer and board of trustees’ offices. It was renamed Beardshear Hall in 1938 after William M. Beardshear, who was president of the college from 1891 to 1902.

The structure has, for the most part, remained as originally built and is still home to the Office of the President, Office of the Provost, Student Financial Aid, and Vice President for Student Affairs.
Fountain of the Four Seasons
Placed around a circular fountain, the four seated American Indian women represent an Osage chant of thanksgiving. The four women face north, south, east and west, each demonstrating a line of the prayer. The first woman is planting the seed, "Lo, I come to the tender planting." The second woman bends close to the earth, "Lo, a tender shoot breaks forth." The third woman holds a harvest basket of maize, "Lo, I collect the golden harvest." The forth woman nurses her newborn baby, "Lo, there is joy in my house."

Catt Hall
Carrie Chapman Catt Hall is the home of the College of Liberal Arts and Sciences. Placed on the National Register of Historic Places in 1985, the building was renovated and renamed Carrie Chapman Catt Hall in 1995 in honor of the Iowa State alumna and co-founder of the League of Women Voters.

DENTAL INSURANCE
Eligibility:
• Insurance becomes effective on the first of the month following 30 calendar days from the date of hire. Provided enrollment application is completed prior to the assigned deadline.

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<table>
<thead>
<tr>
<th></th>
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<tbody>
<tr>
<td>Monthly Premium for Employee to Pay – 2016</td>
<td></td>
</tr>
<tr>
<td>The University pays the full cost of single coverage</td>
<td></td>
</tr>
<tr>
<td>Family Monthly Premium/Employee Share</td>
<td>$39.14 per month</td>
</tr>
</tbody>
</table>

Family coverage includes employee and spouse/domestic partner and/or dependent children.

A “double spouse” option may be available for employees whose spouse is employed with ISU or the State of Iowa. Contact the ISU Benefits Office for details.

Overview of Benefits
Please Note: The information in this summary regarding insurance coverage is limited. Benefits are administered as described in each plan’s coverage manual provided by the insurance company.

The State of Iowa Dental Plan Administrator: Delta Dental (Delta Dental Premier Plan)

♦ Maximum coverage: $1,500/year/insured person
  o Coverage at 100%: Eligible checkups, cleanings, fluoride treatments and X-rays.
  o Coverage at 80%: Eligible cavity repair and tooth extraction.
  o Coverage at 50%: Eligible root canal (endodontic) and major restoration.
  o Coverage at 50%: Eligible bridges and dentures.
  o Coverage at 50%: Eligible surgical periodontal.
  o Coverage at 50%: Eligible orthodontic treatment for dependent children to age 19, no deductible - $1500 lifetime limit/person.
LONG TERM DISABILITY INSURANCE

New employees may apply for first year coverage, provided enrollment is completed prior to the assigned deadline.

• If approved:
  - Employee will pay full premium AND if enrolled in retirement plan of TIAA-CREF, will also pay the waiver premium (which continues the employee and employer monthly contributions to TIAA-CREF, in the event of Long Term Disability).
  - During the first year of continuous employment, payroll deduction will be post-tax.
  - After the first year of employment, the University will pay the total premium and waiver.

If a new employee is denied or does not apply for the first year of coverage, insurance coverage becomes effective the first of the month following one year of continuous employment. The University pays the full premium and waiver, which continues the employee and employer monthly contributions to TIAA-CREF, in the event of Long Term Disability.

Monthly benefit is 75% of first $1,000 of the monthly salary and 60% of the remaining monthly salary.

LIFE INSURANCE (OPTIONAL)

Group Term (Basic) Life Insurance—

• Coverage at approximately two times annual budgeted salary with a minimum amount of $7,000.
• Accidental Death & Dismemberment (AD&D) coverage up to four times annual budgeted salary.
• The employee and the University share the cost of the life insurance. Employee cost is $.05 per month per $1,000 of life insurance. The University pays the balance of the premium cost.
• When an active employee reaches age 65, the benefit reduces to 65% of the annual budgeted salary.
• Upon resigning from ISU, this plan is not portable.
• Employees who retire with 10 years continuous participation receive a $4,000 death benefit policy.

Voluntary Term Life Insurance – Optional enrollment available, if enrolled in group term (basic) life.

• The premiums are based on salary/age and are paid in full by the employee on a post-tax payroll deduction.
• Some levels of coverage require proof of good health.
• Benefit is for additional life insurance coverage of 1, 2, 3 or 4 times your annual salary.
• Required minimum is greater of 100% of salary or $10,000 and a maximum of lesser of 400% of salary or $500,000.
• There is additional coverage for accidental death and dismemberment which is equal to the coverage.
• The coverage is portable upon termination/retirement. If insurance is continued when active employment ends, coverage may continue until age 75.

Campanile

The story of the campanile is a love story. Edgar Stanton graduated with the first class of Iowa State in 1872. He spent 50 years on campus as a student and faculty member. When his first wife, Margaret MacDonald Stanton, died in 1895, Stanton wanted to establish a monument so all students and friends of Iowa State would remember her.

Since the story of the campanile is a love story, the “campaniling” tradition was created. A student officially becomes an Iowa Stater when he or she is kissed under the campanile at the stroke of midnight. During homecoming hundreds of students gather for mass campaniling. Couples kiss, the band plays, and fireworks go off at the stroke of midnight.
HEALTH CARE FLEXIBLE SPENDING ACCOUNT AND DEPENDENT CARE ASSISTANCE PROGRAM (OPTIONAL)

Employees may elect to have pre-tax salary dollars deducted to create a health care flexible spending account and/or dependent care assistance program.

AVESIS (OPTIONAL EYEWEAR PLAN)

- There is optional enrollment for in-network benefits for frames, spectacle lenses or contact lenses every 12 months.
- Coverage is available for discounted lens options, LASIK vision correction.
- There is reimbursement available for out-of-network purchase.
- The premiums are paid in full by the employee as a pre-tax payroll deduction.

LONG TERM CARE INSURANCE (OPTIONAL)

Genworth Financial offers enrollment into the ISU group long term care product. The long term care insurance will be an optional election.

Newly hired employees will have until their designated deadline to apply for coverage without answering health questions.

SICK LEAVE

Employees with permanent, full time appointment accrue sick leave at the rate of 12 hours per month with unlimited accumulation. Part-time employees accrue amounts equivalent to their fractional base of appointment.

Conversion of sick leave:
- After the accrual of 240 hours of sick leave.
- Employee may be eligible to substitute 4 hours of vacation in lieu of 12 hours of sick leave for any month in which sick leave is not used.

VACATION

Permanent employees accrue vacation on a monthly basis. Employees with full time appointments accrue at the rate of:

- 1st through 4th year of employment: 10 days per year
- 5th through 11th year of employment: 15 days per year
- 12th through 19th year of employment: 20 days per year
- 20th through 24th year of employment: 22 days per year
- 25th and subsequent years of employment: 25 days per year

Vacation may be accrued to twice the annual entitlement. Part-time employees accrue amounts equivalent to their fractional base of appointment.
The Gerdin Business Building, which opened in 2004, provides a high-tech home for the College of Business.

HOLIDAYS

- New Year’s Day
- Martin Luther King’s Birthday
- Memorial Day
- Independence Day
- Labor Day
- Thanksgiving Day
- Friday Following Thanksgiving Day
- Christmas Day
- 1 additional holiday/year officially announced by Administration
- 2 personal holidays (accrued with vacation)

TUITION REMBURSEMENT PROGRAM

The Tuition Reimbursement Program provides employees the opportunity to receive reimbursement for tuition up to three times per year for coursework taken at an accredited institution. The funding is provided for academic courses offered for credit toward a degree or certificate.

For more information, from the UHR home page and under UHR Offices, click on “Learning & Development”; section of Professional Development Offerings; then click on “Tuition Reimbursement Program”.

Iowa State University
For further benefits information, visit the Benefits webpage at: http://www.hrs.iastate.eduhrs/benefits. Inquiries can be directed to the UHR Service Center, 3810 Beardshear Hall, 515 Morrill Road, Ames, IA 50011 or call 515-294-4800 or 1-877-477-7485.

Benefits will be administered as described in each plan’s subscriber agreement or plan document.

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