

BENEFITS SUMMARY

2026 Plan Year

(January 1, 2026 – December 31, 2026)



ST. OLAF HUMAN RESOURCES

507-786-3068 | hrstaff@stolaf.edu



TABLE OF CONTENTS

INTRODUCTION.....	2
QUALIFYING LIFE EVENTS ENABLING CHANGES TO BENEFIT ELECTIONS	2
HEALTH INSURANCE PLANS AND MEDICAL SPENDING ACCOUNTS.....	3
HIGH DEDUCTIBLE HEALTH PLANS.....	3
CORE HEALTH PLAN.....	5
DENTAL INSURANCE	6
VISION SERVICE PLAN (VSP).....	6
RETIREMENT PLANS.....	7
403(B) RETIREMENT PLAN – MATCHED PORTION	7
403(B) RETIREMENT PLAN – UNMATCHED PORTION	7
EMERITI RETIREMENT HEALTH ACCOUNT – VEBA.....	7
TIME AWAY FROM WORK.....	8
College Paid Holidays.....	8
Paid Time Off.....	8
Short-Term Disability	8
Long-Term Disability Insurance	9
Employee Sick and Safe Time.....	9
TUITION BENEFIT.....	9
Child(ren) Tuition Allowance.....	9
Staff Tuition Reimbursement	10
Tuition Allowance For Employees, Spouses, or Emeriti.....	10
LIFE INSURANCE	10
Group Term Life & Accidental Death & Dismemberment (AD&D) Insurance.....	10
Voluntary Term Life Insurance	10
Dependent Term Life Insurance.....	11
Accidental Death & Dismemberment (AD&D) Insurance	11
ADDITIONAL BENEFITS – EMPLOYEE PAYS ALL, ENROLLMENT REQUIRED.....	11
Dependent Care Reimbursement Account.....	11
Identity Theft Protection Services.....	11
Legal Services	12
ADDITIONAL BENEFITS – NO COST, NO ENROLLMENT	12
Nice HealthCare	12
Amplifon Hearing Aid Discounts.....	12
Financial Services	12
Health Advocacy Services.....	12
Employee Assistance & Wellness Support	13
Stop Smoking Support.....	13
Secure Travel.....	13
Will Preparation	13
ON-CAMPUS PERKS.....	13
Discounts.....	13
Free.....	13
Other.....	13

INTRODUCTION

The following is a summary of the St. Olaf College benefits program, with full policy details to be found in the [Staff Handbook](#) or on the Human Resources [website](#). Please read the eligibility requirements for each benefit as they may vary. Depending upon an employee's Full Time Equivalency (FTE), they may be eligible for some or all of the benefit options. Utilize the Benefits Eligibility Key below as a quick reference to identify the benefits that apply to each employment group.

PLEASE NOTE: THE BENEFITS FOR FACULTY AND STAFF WITH AN FTE OF 0.49 OR LESS ARE LIMITED TO DOCTOR ON DEMAND AND THE ABILITY TO CONTRIBUTE TO AN UNMATCHED AMOUNT TO THE COLLEGE'S 403(B) RETIREMENT PLAN. THESE COLLEAGUES MAY ACCESS ON-CAMPUS PERKS (LISTED AT THE END OF THIS SUMMARY).

BENEFITS ELIGIBILITY KEY

(If the following symbol is next to the title of the benefit, the employment group is eligible.)

F = *Faculty with an FTE of 0.50 or more during the academic year (September to May)*

S = *Staff with an annualized FTE of 0.50 or more*

◊ = *Faculty with an FTE of 0.49 or less during the academic year (September to May)*

◆ = *Staff with an annualized FTE of 0.49 or less*

Benefits are elected when employees are newly hired, have certain types of status changes, or experience a qualifying event.* Other than in these situations, employees may change their benefit elections only during annual open enrollment. Once employees elect coverage, they are required to keep the coverage for the entire plan year, unless they experience a qualifying event* or certain types of status changes. Changes to benefits must be made within 30 calendar days of any qualifying event* or certain types of status changes, with few exceptions (e.g., retirement plan and Health Savings Account elections).

Employees who decline enrollment for themselves and/or their dependents, including a spouse and/or child(ren), at the time of hire or during the open enrollment period, may be able to enroll a spouse or children in MNSure, or may be allowed to enroll a spouse or children onto the St. Olaf plan as special exceptions under extenuating circumstances with prior approval. In such cases, premiums will be paid on an after-tax basis and may be subject to other restrictions. Employees may contact Human Resources with any questions about their current benefits or changes to their elections.

QUALIFYING LIFE EVENTS ENABLING CHANGES TO BENEFIT ELECTIONS

Changes in benefits must be consistent with the change in family status and must be made **within 30 calendar days** following the status change. For more information about qualifying events and status changes, please contact Human Resources.

Examples of qualifying events include:

- Change in marital status
- Addition of new dependents because of the birth or adoption of a child
- Commencement or termination of employee's spouse's employment
- A change on the part of the employee or the employee's spouse from full-time to part-time employment status or vice versa that results in a change in benefits eligibility
- Taking an unpaid leave of absence, any of which result in a loss/gain of group health coverage

HEALTH INSURANCE PLANS AND MEDICAL SPENDING ACCOUNTS

F S New employees will have 30 days from the date of hire to elect health insurance. Coverage is effective on the first of the month concurrent with, or following, the date of hire. The employee's share of the premium will be deducted by payroll on a pre-tax basis.

St. Olaf offers employees three health insurance plan options - two **High Deductible Health Plans - (Silver and Bronze)**, and a traditional **Core Plan (Gold)**. All plans provide free preventative care coverage. Deductibles and out-of-pocket maximums accrue for all plans from January 1 through December 31. All plans will have an "embedded" feature, whereby one family member may satisfy the Employee Only out-of-pocket maximum and be covered at 100%, before the family deductible is satisfied. However, other significant differences between the health plans exist.

HIGH DEDUCTIBLE HEALTH PLANS

SILVER MONTHLY PREMIUMS

FTE > .75	Total Premium	College Contribution	Employee Contribution
Employee Only Coverage	\$ 874.00	\$ 719.10	\$ 154.90
Employee + Child(ren)	\$1,590.00	\$1,239.30	\$ 350.70
Employee + Spouse	\$1,820.00	\$1,269.20	\$ 550.80
Family Coverage	\$2,774.00	\$1,938.00	\$ 836.00

FTE .50 < .75	Total Premium	College Contribution	Employee Contribution
Employee Only Coverage	\$ 874.00	\$ 575.28	\$ 298.72
Employee + Child(ren)	\$1,590.00	\$ 991.44	\$ 598.56
Employee + Spouse	\$1,820.00	\$1,015.36	\$ 804.64
Family Coverage	\$2,774.00	\$1,550.40	\$ 1,223.60

BRONZE MONTHLY PREMIUMS

FTE > .75	Total Premium	College Contribution	Employee Contribution
Employee Only Coverage	\$ 799.00	\$ 719.10	\$ 79.90
Employee + Child(ren)	\$1,458.00	\$1,239.30	\$ 218.70
Employee + Spouse	\$1,670.00	\$1,269.20	\$ 400.80
Family Coverage	\$2,550.00	\$1,938.00	\$ 612.00

FTE .50 < .75	Total Premium	College Contribution	Employee Contribution
Employee Only Coverage	\$ 799.00	\$ 575.28	\$ 223.72
Employee + Child(ren)	\$1,458.00	\$ 991.44	\$ 466.56
Employee + Spouse	\$1,670.00	\$1,015.36	\$ 654.64
Family Coverage	\$2,550.00	\$1,550.40	\$ 999.60

HEALTH SAVINGS ACCOUNT (HSA)

FS Only employees participating in either the High Deductible Health Plan (HDHP) (Silver or Bronze) may participate in the Health Savings Account (HSA) offered through Health Equity. Employees have the option to contribute pre-tax dollars to pay for qualified medical expenses for themselves and their dependents that are not paid for through other insurance plans (i.e., dental care, eyeglasses and contacts, prescription co-pays, deductibles, etc.). St. Olaf will also make employer contributions to certified employee HSA accounts:

St. Olaf Annual Employer Contributions (<.75 FTE):

	<u>Bi-weekly pay period</u>	<u>Monthly pay period</u>	<u>Total Annual</u>
Employee Only	\$50.00	\$100.00	\$1,200
Employee+Child(ren)	\$75.00	\$150.00	\$1,800
Employee+Spouse	\$60.00	\$120.00	\$1,440
Family	\$100.00	\$200.00	\$2,400

St. Olaf Annual Employer Contributions (.50 - .749 FTE):

	<u>Bi-weekly pay period</u>	<u>Monthly pay period</u>	<u>Total Annual</u>
Employee Only	\$40.00	\$80.00	\$960
Employee+Child(ren)	\$60.00	\$120.00	\$1,440
Employee+Spouse	\$48.00	\$96.00	\$1,152
Family	\$80.00	\$160.00	\$1,920

Employer HSA contributions will be paid in per-pay period installments.

The IRS sets annual maximum limits on total contributions that can be made to HSAs during a calendar year.

IRS Annual Contribution Limit (includes employer and employee contributions):

2026

Employee Only	\$4,400
Employee+Child(ren)	\$8,750
Employee+Spouse	\$8,750
Family	\$8,750

All participating employees will need to certify that they can participate in the HSA. To participate in an HSA, neither the employee nor their spouse can be participating in a FULL Flexible Spending Account (FSA).

Employees may participate in an HSA only if:

- They selected to participate in the Silver or Bronze High Deductible Health Plan (HDHP)
- They and their spouse are not participating in a FULL FSA at St. Olaf or another employer. This applies until the end of the FULL Flexible Spending Account plan year/grace period when all money is depleted.
- They are not enrolled in Medicare parts A, B or D.
- They are not listed as a “dependent” for tax purposes.

Employees may increase or decrease their HSA contribution amounts anytime during the plan year. To pay qualified medical expenses, employees will receive a debit card. Employees may only use amounts contributed and may not “overdraw” on their HSA account. Employee and employer contributions to the HSA are available until the employee uses these funds, even if an employee should switch to the Core Plan during open enrollment or end their employment with St. Olaf.

Can I withdraw money from an HSA for non-medical expenses?

Yes. If you withdraw funds for non-medical expenses before you turn 65, you have to pay taxes on the money plus a 20% penalty. If you withdraw funds after you turn 65, you avoid the 20% penalty, but the withdrawal becomes taxable income.

CORE HEALTH PLAN

The Core Plan has a \$1,500 Employee Only healthcare deductible with coinsurance thereafter, with prescription co-pays contributing to the healthcare out-of-pocket maximum. The Core Plan can be paired with a FULL Flexible Spending Account (FULL FSA) for medical expense reimbursement.

GOLD MONTHLY PREMIUMS

FTE > .75	Total Premium	College Contribution	Employee Contribution
Employee Only Coverage	\$ 944.00	\$ 719.10	\$ 224.90
Employee + Child(ren)	\$1,688.00	\$1,239.30	\$ 448.70
Employee + Spouse	\$1,911.00	\$1,269.20	\$ 641.80
Family Coverage	\$2,885.00	\$1,938.00	\$ 947.00
FTE .50 < .75	Total Premium	College Contribution	Employee Contribution
Employee Only Coverage	\$ 944.00	\$ 575.28	\$ 368.72
Employee + Child(ren)	\$1,688.00	\$ 991.44	\$ 696.56
Employee + Spouse	\$1,911.00	\$ 1,015.36	\$ 895.64
Family Coverage	\$2,885.00	\$1,550.40	\$1,334.60

LIMITED FLEXIBLE SPENDING ACCOUNT

FS Eligible employees participating in the HSA offered through Health Equity may also participate in the LIMITED Flexible Spending Account (LIMITED FSA).

Although this program operates like the FULL FSA, the LIMITED FSA may be used only for the purpose of reimbursing dental and vision expenses until the medical deductible is met on your health plan. Upon reaching the deductible on your health plan, eligible employees may use funds in the LIMITED FSA for reimbursement of medical expenses from that point in time forward, as well as dental and vision expenses.

Claim forms and provider receipts are required for reimbursement, or employees may use the plan-issued debit card to pay for qualified medical expenses. There may be some situations where employees would find it more advantageous to take the tax credit on their income tax. Employees should consult their tax advisor if they have questions in this area.

Despite the real savings these accounts can generate, employees need to take care in determining how much money to set aside. Money that is designated but not used in a LIMITED FSA that exceeds the annual carry over limit will be forfeited at the end of each plan year. Employees are not allowed to discontinue or change the amount contributed during the plan year except under very limited circumstances, as described on page 2.

FULL FLEXIBLE SPENDING ACCOUNT

FS Eligible employees may participate in this FULL Flexible Spending Account (FULL FSA) offered through Health Equity. This account is designed to reimburse employees for qualified medical expenses for themselves and dependents that are not paid for through other insurance plans (e.g. dental care, glasses and contacts, prescription co-payments, deductibles, etc.). **Employees with an FTE of .50 or more may participate in the medical reimbursement account even if they don't participate in the College health insurance.**

Claim forms and provider receipts are required for reimbursement. There may be some situations where employees would find it more advantageous to take the tax credit on their income tax. Money set aside for

this program is exempt from Social Security, Medicare, Federal income tax and State income tax. The elected amount cannot exceed 92% of pay. Employees should consult their tax advisor if they have questions in this area.

Despite the real savings these accounts can generate, some care needs to be used in determining how much money to set aside. Money that is designated but not used in a FULL FSA that exceeds the annual carry over limit will be forfeited at the end of each plan year. Employees are not allowed to discontinue or change the amount contributed during the plan year except under very limited circumstances, as described on page 2.

DENTAL INSURANCE

F S The college's dental plan through Delta Dental offers an annual claims maximum of \$1,000 per person per plan year. Preventative services are included in the \$1,000 maximum. In addition to this, there is an orthodontia benefit for dependents under the age of 18. This benefit covers 50% of the cost up to \$2,000. This is a lifetime benefit meaning once you reach the \$2,000 max or exceed 18, it is no longer available.

MONTHLY PREMIUMS

FTE > .75	Total Premium	College Contribution	Employee Contribution
Employee Only Coverage	\$ 37.00	\$ 18.50	\$ 18.50
Employee + Child(ren)	\$ 70.00	\$ 35.00	\$ 35.00
Employee + Spouse	\$ 107.00	\$ 53.50	\$ 53.50
Family Coverage	\$ 141.00	\$ 70.50	\$ 70.50

FTE .50 < .75	Total Premium	College Contribution	Employee Contribution
Employee Only Coverage	\$ 37.00	\$ 14.80	\$ 22.20
Employee + Child(ren)	\$ 70.00	\$ 28.00	\$ 42.00
Employee + Spouse	\$ 107.00	\$ 42.80	\$ 64.20
Family Coverage	\$ 141.00	\$ 56.40	\$ 84.60

VISION SERVICE PLAN (VSP)

F S Employees may elect this benefit for themselves and their eligible dependents. This benefit provides employees access to:

- Choice of Providers – Through the VSP network of eye doctors, a participating retail chain, or any out-of-network provider.
- High-Quality Vision Care – A WellVision Exam® designed to detect eye and health conditions.
- Great Eyewear – A variety of quality eyewear that makes it easier to find the perfect frame.
- Value and Savings – Purchase allowances that make eyeglasses and contact options more affordable.

MONTHLY PREMIUMS

FTE .50 and Above	Total Premium
Employee Only Coverage	\$ 7.54
Employee + 1 Coverage	\$ 10.94
Family Coverage	\$ 19.61

RETIREMENT PLANS

403(B) RETIREMENT PLAN – MATCHED PORTION

F S Only employees who are age 21 or above, who have completed one year of service at St. Olaf College, and who have worked at least 1,000 hours within a service year as defined by the 403(b) Retirement Plan are eligible to participate in the Matched Portion of the Plan. The requirement of one year of service may be waived for employees at or above 0.50 FTE who have been previously employed by another educational organization or religious institution.

There are defined levels at which both the employee and the College can contribute to the Matched Portion of the plan. Employee pre-tax or ROTH post-tax contributions starting at 1% are matched by an equal percentage contribution plus an additional 6% from the College, for a total of 7%. Elections of matched contributions can be 1%, 2% or 3%.

Employee Contribution	College Matched Contribution		Additional College Contribution		Total College Contribution
1%	1%	+	6%	=	7%
2%	2%	+	6%	=	8%
3%	3%	+	6%	=	9%

TIAA is the college's 403(b) Retirement Plan recordkeeper. Employees who wish to begin, increase, decrease or stop their contributions may do so on the TIAA Website.

403(B) RETIREMENT PLAN – UNMATCHED PORTION

F S Upon hire, all employees may contribute pre-tax or ROTH post-tax dollars to the St. Olaf College 403(b) Retirement Plan. The maximum annual contribution for calendar year 2026 is \$24,500, including any contributions the employee may be making to the Matched Portion of the 403(b) Retirement Plan. Deductions cannot equal 100% of pay, as payment of payroll taxes is required. Employees age 50 or older may contribute an additional \$8,000. Employees can elect to make unmatched contributions on a half percentage basis (e.g. 0.5%, 1.0%, 1.5%, etc.).

New rules in 2026: Those aged 60 to 63 can save an additional \$11,250 (rather than \$8,000) based on changes due to Secure Act 2.0. Additionally, for those who earn over \$150,000 in 2025 and who want to make catch-up contributions can do so only in the form of ROTH post-tax contributions.

EMERITI RETIREMENT HEALTH ACCOUNT – VEBA

F S The Emeriti Retirement Health Account is a “Defined Contribution” plan created through the Voluntary Employees’ Beneficiary Association (VEBA). This account contains funds that are available tax-free in retirement for payment of health insurance premiums and reimbursement of other qualified medical expenses. Employees age 21 and older can make voluntary, after-tax contributions to the VEBA plan through payroll deduction or directly from their bank accounts.

If an employee was hired between January 1, 2018 and December 31, 2024, and left employment before completing 3 consecutive years of service, non-vested employer contributions will default back to the college.

On January 1, 2025, the College stopped making contributions to this plan; however, employees continue to have the option to do so. Your contributions are not subject to a vesting period.

TIME AWAY FROM WORK

COLLEGE PAID HOLIDAYS

S The College typically observes the following holidays each year. Offices are closed, and only essential personnel are on duty. Refer to the Holiday Schedule in the St. Olaf Human Resources Website for the actual days of holiday observance.

New Year's Day	Juneteenth	Thanksgiving (2 days)	New Year's Eve
Martin Luther King Jr. Day	Independence Day	Christmas Eve	
Memorial Day	Labor Day	Christmas Day	

Eligible employees with an FTE of less than 1.0 will receive holiday pay, without proration, for holidays that are observed during their regular work schedule. There are three college paid office closures between Christmas Day and New Year's Eve.

PAID TIME OFF

S Paid Time Off (PTO) hours accrue from the date of hire and are added to each eligible employee's PTO balance after every pay period. Employees may use only hours that are accrued. The use of PTO requires prior approval of the supervisor. If an illness or emergency prevents an employee from requesting PTO in advance, the employee must notify their supervisor before the start of their scheduled shift. If a college holiday falls within an employee's PTO leave, the holiday will be counted as a paid holiday and not as a PTO day. PTO accrual stops when the maximum balance of 35 days (280 hours) is reached and resumes again after the employee's accrued balance falls below the maximum. The rate of PTO accrual and the maximum accrual is set forth in the chart below.

Pay Period	Accrual Rate/Pay Period (1.0 FTE)	Maximum Accrual (1.0 FTE)
Monthly	18.67 hours	224 hours (28 days)
Bi-weekly	9.33 hours	224 hours (28 days)

For absences because of injury to or illness of an employee's family member(s) for whom the employee serves as the primary caregiver, an employee may take up to 4 weeks of accrued PTO. Employees may be asked to present verification of the medical reasons for their absence(s). PTO may also be used for appointments for medical or human services when it is not possible to schedule these appointments during non-working hours.

SHORT-TERM DISABILITY

PS All benefit eligible employees are provided Short-Term Disability (STD). The STD benefit pays 70% of pay beginning on the eighth consecutive calendar day of disability. There is a 5-business day waiting period in which PTO or Holiday hours must be utilized to reach the 40-hour (prorated based on FTE) requirement before short-term disability pay begins. In the event that some or none of these options are available then unpaid time must be used to meet the waiting period.

Employees are required to apply for benefits through New York Life. The benefit may continue up to 13 weeks, which is the waiting period for long-term disability coverage. This benefit does not apply in the event of a family member becoming disabled. Whenever possible, STD will run concurrently with other leaves provided under the MN Paid Family Medical Leave, Family and Medical Leave Act policy, or any other leave rights for employees who are eligible.

LONG-TERM DISABILITY INSURANCE

FS Employees with an FTE of 0.50 or more will be provided with long-term disability insurance effective on the first of the month concurrent with or following the date of hire. To receive benefits, employees must contact New York Life to apply.

Disability pay through this insurance will begin after a 13 week waiting period (so long as relevant medical criteria are satisfied). Disability benefits include 60% of pay up to the maximum allowed under the summary plan description and a 10% contribution of covered earnings to the retirement plan. See summary plan description for details.

EMPLOYEE SICK AND SAFE TIME

◊ ✦ Starting January 1, 2024, St. Olaf College will be implementing new leave policies to comply with Minnesota's new Earned Sick and Safe Time law. This benefit is available to St Olaf employees whose FTE is less than .50 (and students) if they work at least 80 hours in the 12-month calendar year and are not an independent contractor or federal employee.

For a more comprehensive read, visit dli.mn.gov/sick-leave or on our Benefits Program website <https://wp.stolaf.edu/hr/benefits/earned-sick-and-safe-time/>.

TUITION BENEFIT

CHILD(REN) TUITION ALLOWANCE

FS St. Olaf offers a partial tuition waiver for dependent children of eligible faculty and staff to attend and receive a bachelor's degree from St. Olaf or other eligible post-secondary institutions of the Evangelical Lutheran Church in America (ELCA) or the Associated Colleges of the Midwest (ACM).

Eligibility

All children having at least one parent who is employed at 0.50 FTE or more by St. Olaf are eligible for a partial tuition waiver, provided that all of the following criteria are met prior to the start of the applicable term:

1. The wages of the parent are paid by the College.
2. The parent has been employed by the College for a minimum of three consecutive years of full-time (0.75 - 1.0 FTE) service or a minimum of six consecutive years of part-time (0.50 - 0.749 FTE) service prior to the student's enrollment. Note: If an employee's FTE has varied, St. Olaf will use the average FTE over the appropriate 3- or 6-year time frame.
3. The student has one of the following relationships to the eligible employee:
 - a. Natural born child
 - b. Legally-adopted child
 - c. Step-child
4. Children are under the age of 25.
5. Children are dependent upon the eligible employee's household for at least one-half of the household's financial support and/or are claimed as a dependent for tax purposes.
6. The student has not yet earned a bachelor's degree.

Tuition Benefit Amounts:

	Employees .75 – 1.0 FTE	Employees .50 – .749 FTE
Minimum Length of Service to Qualify	3 Years	6 Years
St. Olaf College	90% Benefit for 4 Years	45% Benefit for 4 Years
ELCA Program	80% Benefit for 4 Years	40% Benefit for 4 Years
ACM Program	90% Benefit for 4 Years	90% Benefit for 2 Years
GLCA Program	90% Benefit for 4 Years	90% Benefit for 2 Years

The amount of the benefit at eligible ELCA and ACM participating institutions varies by institution. The “host” institution has the authority to establish policies about a student’s eligibility, the amount of the discount, and the number of recipients to be awarded the tuition benefit. For more information and a list of participating institutions, visit <https://wp.stolaf.edu/hr/tuition-benefit/>.

STAFF TUITION REIMBURSEMENT

S Employees with an FTE of at least 0.75 and who have completed three years of continuous employment are eligible to apply for the staff tuition reimbursement benefit. Eligible employees who are approved for this benefit may receive tuition reimbursement for up to four years with a maximum of \$3,000 per year. To learn more about this benefit visit <https://wp.stolaf.edu/hr/staff-tuition-reimbursement/>

TUITION ALLOWANCE FOR EMPLOYEES, SPOUSES, OR EMERITI

F S Employees with an FTE of at least 0.50 FTE, their spouse, and retirees of the College are allowed to take one course credit per term at St. Olaf, up to a maximum of two course credits per year, at no charge. Courses may be audited free of charge if permission is obtained from the instructor of the course.

LIFE INSURANCE

GROUP TERM LIFE & ACCIDENTAL DEATH & DISMEMBERMENT (AD&D) INSURANCE

F S Employees will be provided with basic life and AD&D insurance up to \$600,000, unless they limit it to \$50,000 in order to avoid paying taxes on additional insurance above the limit. This benefit is paid for by St. Olaf and effective on the first of the month concurrent with, or following, the date of hire. The month after an employee turns 70, both the benefit and the premium will be reduced by 50 percent.

VOLUNTARY TERM LIFE INSURANCE

F S Employees who qualify for basic life insurance may purchase supplemental life insurance in \$10,000 increments. Supplemental insurance is an addition to the basic life insurance, with the combination of the two not to exceed \$600,000. Participant premiums for this coverage are determined based on the employee’s age.

If supplemental life insurance is elected or increased more than 31 days after initial eligibility for basic life insurance, the insurance carrier requires participants to complete a medical history/evidence of insurability form. The carrier reserves the right to accept or deny supplemental coverage based on medical history.

DEPENDENT TERM LIFE INSURANCE

FS Spouse: Employees who purchase voluntary life insurance for themselves may also purchase voluntary life insurance for their spouse. Employees may purchase coverage for their spouse up to 100% of the amount purchased by the employee, in increments of \$10,000, up to a maximum of \$200,000. The premium cost of the spouse's coverage is determined based on the employee's age.

Employees may elect coverage for a spouse up to \$50,000 without a medical history/evidence of insurability during the period of initial eligibility. If dependent term life insurance for a spouse is elected or increased more than 31 days after initial eligibility, any additional amounts will require the spouse to complete a medical history/evidence of insurability form. The carrier reserves the right to accept or deny additional coverage based on the medical history. **Please Note:** If an employee and a spouse are both employed at the College, neither the employee nor the spouse may be covered as a dependent under dependent term life insurance.

FS Child(ren): Employees who purchase voluntary life insurance for themselves may also purchase voluntary life insurance for their child(ren). The amount of coverage for children from birth to 26 years of age is \$10,000. The cost of coverage for children is a total \$2.50 per month, which covers all children of that employee. **Please Note:** When both spouses are employed at the College, only one may purchase dependent life insurance for their child(ren).

ACCIDENTAL DEATH & DISMEMBERMENT (AD&D) INSURANCE

FS Employees may purchase 24-Hour Accidental Death & Dismemberment (AD&D) insurance in \$10,000 increments up to the lesser of 10x annual base salary or \$600,000. The amount can be increased annually without completing a medical history/evidence of insurability form. The cost of this insurance is 17 cents per \$10,000 per month for Employee Only coverage and 30 cents per \$10,000 per month for Employee and Family coverage. **Please Note:** If an employee and a spouse both work at the College, only one may purchase family coverage.

ADDITIONAL BENEFITS – EMPLOYEE PAYS ALL, ENROLLMENT REQUIRED

DEPENDENT CARE REIMBURSEMENT ACCOUNT

FS Employees may pay for child care expenses with pre-tax dollars. Eligible employees may participate in this program, offered through Health Equity, up to a maximum of \$7,500 per year, per household. For most employees, maximizing this benefit can result in substantial savings of 20% or more because the money set aside for this benefit is exempt from Social Security, Medicare, Federal income tax and State income tax.

Eligible dependents are generally under age 13 and are listed as dependents on an employee's federal income tax return. There may, however, be other individuals who qualify, such as older children, a spouse, or parents who are physically or mentally incapable of self-care. If an employee is married, the services provided must be for the purpose of enabling an employee and a spouse to be employed or for a spouse to be a full-time student.

Claim forms and provider receipts are required for reimbursement. There may be some situations where it would be more advantageous to take the income tax credit. Employees should consult their tax advisor if they have questions in this area.

Despite the real savings these accounts can generate, employees need to take care in determining how much money to set aside. Money that is designated but not used in a Dependent Care Reimbursement Account will be forfeited at the end of each plan year. Employees are not allowed to discontinue or change the amount contributed during the plan year except under very limited circumstances, as described on page 2.

IDENTITY THEFT PROTECTION SERVICES

FS Employees may elect an Identity Theft Protection Services benefit for themselves only (\$8.46 per month) or for themselves and their eligible dependents (\$15.96 per month). Premiums will be taken via payroll deduction on an after-tax basis.

This benefit provides access to a variety of services to proactively prevent identity theft and also to restore one's identity if it is ever stolen, including the following:

- Identity & Credit Monitoring
- Identity Threat & Credit Inquiry Alerts
- Identity Consultation & Advice
- Monthly Credit Score Tracking
- Privacy Management
- Social Media Monitoring & Reputation Protection
- Complete Identity Restoration
- Direct Access to Licensed Private Investigators
- Cyberbullying
- And more!

LEGAL SERVICES

F S Employees may elect the Legal Services benefit for themselves and their eligible dependents for one flat fee of \$22.00 per month via payroll deduction on an after-tax basis. This benefit provides access to a variety of pre-paid legal services, including those related to the areas of:

- Estate Planning (e.g. Wills, Trusts, Powers of Attorney, Living Wills, etc.)
- Family (e.g. Adoption, Prenuptial Agreements, Name Changes, Elder Care Assistance, etc.)
- Financial (e.g. Personal Property Disputes, Tax Audit Prevention, Promissory Notes, Civil Litigation, etc.)
- Auto (e.g. Traffic Tickets, Moving Traffic Violations, Motor Vehicle Property Damage, etc.)
- Home (e.g. Mortgages, Refinancing, Home Equity Loans, Purchases/Sales, Boundary Disputes, etc.)
- And more!

ADDITIONAL BENEFITS – NO COST, NO ENROLLMENT

NICE HEALTHCARE

F S Nice HealthCare is a benefit paid for by St Olaf and is available to employees who are enrolled in any of our group sponsored health insurance plans. Nice is an integrated primary care clinic that treats nearly all of your everyday healthcare needs from your home, office, or wherever is most convenient for you. It is free for anyone on St Olaf College's health insurance plans.

AMPLIFON HEARING AID DISCOUNTS

F S Amplifon, a partner of Delta Dental, can assist employees in finding a custom hearing solution on a 60-day risk-free trial. This benefit also contains a low-price guarantee for a hearing aid and ongoing care, including follow-up care one-year following purchase, a two-year supply of batteries (80 cells/ear/year) or one standard charger at no additional cost, and a three-year limited warranty for loss, repairs or damage.

FINANCIAL SERVICES

F S New York Life Benefit Solutions offers access to a financial expert for a free 30-minute financial needs analysis over the phone. This service can assist employees with a variety of financial topics (e.g., credit management, debt/loan consolidation, budgeting, investing, retirement planning, refinancing, insurance, etc.). It also provides tax planning and preparation services at a 25% discount.

HEALTH ADVOCACY SERVICES

F S New York Life Benefit Solutions provides dedicated support and guidance to assist employees with finding resources, including senior care and special needs services (e.g., nursing home, group home, rehabilitation services, in-home assistance, etc.), identifying wellness services, alternative medicine options, and support for non-covered medical expenses.

EMPLOYEE ASSISTANCE & WELLNESS SUPPORT

FS St. Olaf offers an Employee Assistance & Wellness Support program through New York Life Benefit Solutions to all employees and members of their households. The offerings include an Employee Assistance Program, Guidance Resources, Well-being Coaching, and FamilySource specialists. To learn more and access these services, call 1-800-344-9752 or visit guidanceresources.com, Web ID: NYLGBS.

STOP SMOKING SUPPORT

FS BCBS offers employees the opportunity to make a plan to stop using tobacco with support from a wellness coach. Employees can get started at 1-888-662-2583.

SECURE TRAVEL

FS New York Life Benefit Solutions provides assistance for emergency medical, financial, legal, and communication assistance when traveling at least 100 miles from home.

WILL PREPARATION

FS New York Life Benefit Solutions allows employees to build state-specific customized wills and other legal documents such as last wills, living wills, and powers of attorney. Employees can visit <https://cigna.mysecureadvantage.com/> to learn more.

ON-CAMPUS PERKS

DISCOUNTS

- **Bookstore** – Employees receive a percentage of savings on select items, including some St. Olaf apparel.
- **Dining** – Employees receive a discount for certain foods purchased with funds on their Ole Card.
- **Employee Discounts** – Visit <https://wp.stolaf.edu/finance/employee-discounts/> to read more.
- **Outdoor Recreation Equipment Rentals** – Employees are able to rent various items for a range of activities including: snowshoeing, Nordic skiing, backpacking, frisbee golf, and overnight camping.

FREE

- **Athletic Center** – Employees receive free membership. Spouse/dependent children receive paid membership.
- **Assorted Recreation** – Employees may utilize the outdoor facilities, climbing wall, pool, and more, and/or attend fitness classes, open skate, or hockey.
- **Admission to Performances** – Employees can attend Dance and Music performances on campus at no cost.
- **Library** – Employees may check out books and DVDs, use a streaming service, and more!
- **Tickets** – Employees receive two free tickets to Theater productions, Christmas Festival, and select Athletic events.

OTHER

- **Daily Chapel Services** – A time during which employees can renew their body, mind, and spirit
- **Flexible Work Schedule (for staff)** – Option to request modifications to an employee's location and/or work schedule.
- **Loan Artwork** – Contact the Flaten Art Museum to visit the gallery and pick out artwork, which can be placed in an employee's office or the general office suite.