BENEFITS OVERVIEW

At Regis University, we know that benefits are important to an employee's financial security and sense of well-being. Regis University is pleased to offer employees a competitive benefits package designed to enhance the employee's quality of life. All regular faculty and staff with a full-time equivalency (FTE) equal to or greater than 0.5 (half-time) are eligible to participate in the benefits described (unless otherwise noted).

This Benefits Overview provides a summary of Regis University employee benefits, but does not provide a complete, detailed description. Detailed information is provided in the individual Summary Plan Descriptions.

HEALTH & WELFARE BENEFITS

New employees are eligible to participate in Regis' health and welfare benefit plans on the first day of the calendar month following or coinciding with their hire date (unless otherwise noted). Employees must return completed enrollment forms within 30 days of eligibility. Selected benefits remain in effect for the remainder of the plan year.

Employees may make changes to benefit elections during an annual open enrollment period as determined and communicated by Regis University. Benefit elections made during the open enrollment period become effective as determined and communicated by Regis University.

Medical Insurance

Regis University Employee Medical Plan (PPO)
Regis University offers a Preferred Provider Organization (PPO) plan with two design options: Premium and Economy Options. Both options utilize a network of physicians, hospitals, and other health care providers participating in the United HealthCare Choice Plus Network. The benefits and costs associated with each option vary, giving employees an opportunity to choose the option that best fits their needs. Prescription services are available to both plan options through the PrescriptionSolutions Network. Regis pays a portion of the cost for coverage and the employee contributes the balance of the premium cost each month.

Kaiser Permanente Health Maintenance Organization (HMO)
Regis University offers new employees who have participated in a Kaiser Permanente HMO plan within the last twelve months prior to employment with Regis, and who reside in the Kaiser Permanente Plan 610 (Denver Metro) service area, the opportunity to choose the Kaiser Permanente HMO plan. Regis pays a portion of the cost for coverage. The employee contributes the balance of the premium cost each month.

Dental Insurance

Regis University Employee Dental Plan
Regis University offers employees an indemnity dental plan that allows participants to see any licensed dentist. This plan has an annual and lifetime maximum benefit. Employees pay the full premium cost each month during their first year of employment. After one year of employment, Regis contributes to a portion of the cost of the premium for employee and dependent coverage.

Assurant Managed Dental Care Plan – Legend Series (DMO)
Regis University also offers a very affordable dental plan. This plan requires that all services be provided through the managed care network and a primary care dentist must be selected. Employees pay the premium cost each month during the first year of employment. After one year of employment, Regis pays the entire premium cost for employee and dependent coverage.

Vision Insurance

Employees and their eligible dependents may elect to enroll in a voluntary vision program provided by Vision Service Plan (VSP). This plan covers an annual eye exam, lenses each year and frames every two years. Participants can also receive additional discounts for contact lenses and laser vision correction.

Life Insurance & Accidental Death and Dismemberment (AD&D) Insurance

Regis University provides basic life insurance and AD&D at no cost to the employee a benefit of two times their annual base pay.

Voluntary Insurance

Regis University offers eligible employees the option of purchasing supplemental life insurance, cancer coverage, and long term care insurance through third party vendors and are able to have the monthly premiums paid through payroll deductions.

Short-Term Disability (STD) & Long-Term Disability (LTD) Insurance

STD & LTD coverage provides benefits for non-work-related illness or injury.

After exhaustion of accrued sick leave, the STD plan provides 70% of regular earnings for a maximum period of six months from the onset of an illness or injury. Eligibility for short-term disability accident benefits begin on the eighth day following diagnosis.

LTD coverage pays 60% percentage of an employee's eligible compensation should the employee become disabled and unable to work for more than six months.

Flexible Spending Accounts (FSA)

A Flexible Spending Account (FSA) allows the employee to set aside pre-tax dollars to cover eligible out of pocket expenses relating to medical, dental, vision, prescription drugs, and childcare.

The FSA's offered by Regis University are:

- Health Care Spending Account
- Dependent Care Spending Account

Employee Assistance Program (EAP)

Regis University offers a free and confidential counseling service designed to help employees and family members (dependents living in the employee's household) deal more effectively with personal problems. Employees can be assisted with many difficulties including marital or family issues, drug and alcohol dependence, and emotional problems such as depression or anxiety.

RETIREMENT BENEFITS

The Regis University retirement plans operate under section 403(b) of the Internal Revenue Code (IRC). Both plans provide employees with the opportunity to defer compensation on a before-tax basis, as well as, an after-tax basis via Roth contributions. The total amount of contributions made on an employee's behalf for any year may not exceed the limits imposed by sections 402(g), 415 and 403(b) of the IRC. Employees are fully and immediately vested in the benefits arising from contributions made under these plans. Investment fund options are provided through Great-West Retirement Services.

Defined Contribution (DC) Plan

Eligible employees (those with a FTE of .50 or higher) may participate in the Defined Contribution Plan upon employment on a voluntary basis. After 12 months of service, eligible employees will have a mandatory 4% contribution to the plan and Regis University will contribute another 6% in discretionary employer contributions. Beginning in the fifth year of employment, discretionary employer contributions increase to 8%. Employees are vested in the Regis University contributions immediately upon participation. Years of service with any regionally accredited institution of higher education immediately preceding employment with the Regis University will be counted for purposes of calculating the Participant's eligibility.

Tax-Deferred Annuity (TDA) Plan

Employees not eligible for the Defined Contribution plan may participate in the Tax-Deferred Annuity Plan (TDA). This plan allows employees to enter into a salary reduction agreement with Regis University. Under the agreement, a portion of the employee's compensation is deferred into their account with Great-West Retirement Services, rather than being paid directly to the employee. Participation in this plan is voluntary.

LEAVE BENEFITS

Leave benefits allow employees to take time off from work. Certain types of leave are required by law, whereas other types of leave are voluntary incentives provided by Regis University.

Vacation Leave (does not apply to some faculty members)

Full-time employee accruals:

Years of Service	Monthly Accrual	Annual Equivalent	Maximum Accrual
0-4	10 hrs/mo	15 days	120 hrs
5-9	13.33 hrs/mo	20 days	120 hrs
10+	14.67 hrs/mo	22 days	120 hrs

Part-time employees receive a pro-rated accrual rate and pro-rated maximum accrual limit based upon full time equivalency and length of service.

Sick Leave (does not apply to some faculty members)

Full-time employees accrue 8 hours of sick leave per month up to a maximum accrual of 480 hours. Part-time employees receive a pro-rated accrual rate and pro-rated maximum accrual limit based upon full time equivalency. Paid sick leave cannot be taken during the first 90 calendar days (three months) of employment.

Holidays and Other Leaves

Regis University offers 13 paid holidays each calendar year; 12 scheduled holidays and one floating holiday. Employees may also qualify for other leaves of absence including: Mission Leave, Bereavement/Compassionate Leave, and Jury Duty Leave.

EDUCATION BENEFITS

One of the most valuable benefits that an institution of higher education can provide is access to educational opportunities.

Employee Tuition Benefit (ETB)

Regis University provides a tuition benefit for employees, their spouses and children enrolled in select Regis undergraduate programs and for employees attending select Regis graduate programs. ETB is available to employees beginning the first semester or term following six months of employment. Eligible employees may enroll in undergraduate level courses (up to 9 credit hours per semester) or graduate level courses (up to 6 credit hours per semester). Spouses and dependent children of eligible employees may enroll in undergraduate courses after the employee has been working at Regis for two years. Dependent children are eligible to enroll for up to 7 years from the date of their high school graduation or GED completion. ETB is prorated for employees who work less than three-quarter time (full-time equivalency < .75). Some restrictions apply.

Fachex Program

The Fachex program enables children of eligible Regis University employees to apply for tuition remission at one of the participating Jesuit colleges and universities. Each participating college or university establishes its own regulations and restrictions, with limited availability for accepting students through the Fachex program.

Tuition Exchange Program

The Tuition Exchange Program enables children of eligible Regis University employees to apply for a Tuition Exchange Program scholarship at approximately 580 participating colleges and universities.

REGIONAL TRANSPORTATION DISTRICT VALUE PASS

The RTD ValuPass is an annual transit pass available at a reduced rate to all benefit eligible Regis University employees for their own use.

Help Save on Gas – Buy an Annual RTD ValuPass and get University Support

The University will reimburse 50% (to a maximum of $300) of an annual RTD ValuPass purchased by a benefit-eligible employee (half-time or more) for his/her own use. Annual ValuPasses range in cost depending on the scope of transportation options from local, limited, circulator, designated light rail zones, and call-n-Ride service throughout the district to full access to everything available from RTD. The pass is for twelve consecutive months, and it can be purchased any time during the year. (Please note that the offer is for **annual ValuPasses only**. It does not apply to shorter-term or other RTD pass options.)

Complete information on the differing ValuPass options is available at www.rtd-denver.com. At the home page, click on Fares and Passes (in the blue box on the left side), then click on Pass Programs, then on ValuPass. If you prefer, you can call RTD at 303-299-2132.

Eligible employees should submit an employee reimbursement form along with the RTD ValuPass receipt to Accounts Payable for reimbursement. Leave the account number blank – it will be charged to a special University account (10-000-700200-0000-6560 misc. employee benefits).

FITNESS CENTER

A Regis University fitness center membership is available free to employees wishing to improve or maintain their physical health. Staff is trained in the principles of cardiovascular and strength training and certified in cardiopulmonary resuscitation. A valid Regis employee identification card is required.

BOOKSTORE

Regis University employees are eligible for a 10% discount on general merchandise (food/beverage/clothing items) at the University Bookstore. The bookstore carries textbooks, classroom and office supplies, clothing, gifts, greeting cards, gift books and novels, class rings and graduation announcements. A valid Regis employee identification card is required.

DAYTON MEMORIAL LIBRARY

Regis University employees are provided a full range of library services and resources without regard to geographic location. A valid Regis employee identification card is required.

ATHLETIC EVENTS

Regis University athletic events are free to employees. A valid Regis employee identification card is required.

CAMPUS PARKING

Employees enjoy the convenience of free parking on campus on a first-come first-serve basis. Parking permits are required and available through Campus Safety.

STATUTORY BENEFITS

Statutory benefits, those required by state or federal law, include social security, Medicare, workers' compensation insurance and unemployment insurance.

The summaries provided here are based on detailed plan documents, including insurance contracts, that govern the plans; if there is any discrepancy between the information in this overview and the official plan documents, the plan documents will be followed. This overview is not a guarantee of benefits or a contract of employment. Regis University reserves the right, in its sole discretion and according to University policy, to amend or terminate a benefit plan at any time, with or without notice.