



BENEFITS OVERVIEW

BENEFIT PLANS EFFECTIVE MAY 1, 2013–APRIL 30, 2014

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) of .50 or greater are eligible to participate in the benefits described below (unless otherwise noted).

The 2013–2014 benefits package includes:

- Medical, dental, and vision insurance
- Flexible spending accounts
- Life and AD&D
- Disability insurance
- Employee assistance program
- Retirement savings plan
- Paid time off
- Education benefits
- Additional benefits

Regis University Defined Contribution Retirement Plan

Eligible employees may participate in the Defined Contribution Retirement plan, which includes a discretionary Regis University Contribution of 6% after one year of service and 8% after four years of service.

Paid Time Off (does not apply to faculty members)

Regis University provides the following paid time off to regular, full-time employees (FTE of 1.0). Regular employees working between .50 and less than 1.0 FTE receive paid time off on a pro-rated basis.

- Sick—12 days earned per service year
- Holidays—12 scheduled holidays and one floating
- Mission Leave—3 days per calendar year
- Bereavement/Compassionate Leave—5 days per calendar year
- Vacation—See table below

Years of Service	Annual Equivalent	Maximum Accrual
0–4	15 days	120 hours
5–9	20 days	120 hours
10+	22 days	120 hours

See Reverse Side for Additional Benefits

Education Tuition Benefits

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. This benefit is pro-rated for regular employees who work between .50 and .75 FTE.

Additional Benefits

Campus Parking

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

Regional Transportation District Ticket Books

Employees may purchase RTD books containing 10 tickets for \$10.00 (half the retail price). Each ticket is valid for one-way travel on all local/limited bus routes, Call-n-Ride, and for travel in two adjacent light rail zones. Each employee may purchase up to four ticket books at this discounted price each month from the Cashier's Office in Main Hall.

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.

Fitness Center

Regis University's Fitness Center 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.

This Benefits Overview is a brief summary of your benefits and does not constitute a policy. Regis University may amend the benefit program at any time. If there are any discrepancies between the information in this brochure and the official plan documents, the official plan documents will prevail.

Prepared by:



Photos courtesy of Regis University