

EMPLOYEE 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. 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 2015–2016 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

Benefits Highlights

Regis University Defined Contribution Retirement Plan

Regis University employees are required to contribute four percent of their annual base salary starting on the first of the month after completion of one year of service. Eligible employees receive 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 (maximum accrual: 120 hours)
 - » 0 to 5 years: 15 days
 - » 5 to 9 years: 20 days
 - » 10 or more years: 22 days

Education Tuition Benefits

Regis University provides a tuition benefit for employees, their spouses (including same-sex spouses if legally married in a jurisdiction that recognizes same-sex marriage), domestic partners, civil union partners, 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

Epic Hearing Health Care

Regis University benefit-eligible employees are eligible for a hearing aid discount program through EPIC Hearing Health Care. This benefit is available to employees and family members at no cost.

Regional Transportation District Discount 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.

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

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.

Sooper Credit Union

All employees and their family members are eligible to join Sooper Credit Union. Take advantage of competitive loan rates, free checking, over 28,000 surcharge-free ATMs and 6,700 shared-branch locations. Sooper Credit Union has also established relationships with preferred partners to give you discounts on their services (auto brokerage, legal services, financial planning, and more). To learn more about what Sooper Credit Union can offer, visit their website at www.soopercu.org or call 800-SOOPER-1.

