

*Geneva College is a
Christ-centered academic
community that provides
a comprehensive
education to equip
students for faithful and
fruitful service to God
and neighbor.*

Disclaimer

This information is provided for summary purposes only. Where there are differences between the information contained in this brochure and the plan documents/contracts, the plan documents/contracts

GENEVA'S BENEFITS SUMMARY



HUMAN RESOURCES OFFICE

3200 College Avenue
Beaver Falls, PA 15010
742.847.6490

Geneva College offers eligible employees a generous variety of benefits. Some are unique to the college, while others are mandated by law or statute. This brochure summarizes those benefits. More detailed information is available on SharePoint under the department of human resources and is provided to all employees upon hire.

Remodel Health

Geneva partners with Remodel Health to provide individual healthcare solutions for each employee. These solutions are broken down into different pathways that match your unique needs and situation, at an affordable cost to the employee.

Reimbursement Program

The College created a reimbursement program that provides taxable compensation for eligible expenses to employees. This includes reimbursements for eligible medical expenses, Will and Estate Planning, Biblical and marriage counseling, and adoption assistance. Please contact the Office of Human Resources for additional details.

Limited Purpose Flexible Spending Account

An employee may set aside pre-tax dollars for unreimbursed dental and vision expenses and dependent care using payroll deductions. The minimum annual election is \$24.

Vision Insurance

Vision coverage is available through Vision Benefits of America. It is a voluntary employee paid plan with two coverage options.

Dental Insurance

Dental coverage is available through Aetna Dental. It is a voluntary employee paid plan with options for PPO and DMO coverage.

Additional Life Insurance

There are multiple ways to purchase additional life insurance for employees and their families through the life insurance company we hold a policy with, at your cost.

Basic Group Life & AD&D Insurance

A \$50,000 life insurance policy is provided which includes accidental death and dismemberment coverage with premiums paid by the College.

Short Term Disability

Full time employees are eligible for up to six months of short term disability after one year of service.

Long Term Disability

Long Term Disability insurance is required for all full-time employees. This is available at group rates, based on your compensation.

Workers Compensation

Medical coverage is provided for injuries sustained on the job. Partial wage coverage is available if employee is unable to work. Please see the employee handbook for more information.

Retirement Plan

This plan is through TIAA/CREF (403(b) Plan). Geneva will match your retirement contributions up to 5% of your wages. You may contribute more than 5%, up to federal limits, with no additional match. You will have active investment control of all funds within the available fund choices through our plan with TIAA-CREF. All plan contributions are immediately 100% vested. You have the option between pre-tax and Roth contributions.

Tuition Benefit

Both undergraduate and graduate tuition benefits are available for employees and their spouses. Undergraduate tuition benefits are available for dependent children of employees. For more information about undergraduate benefits, see the Student Financial Services Office. For graduate benefits, see the Human Resources Office.

Vacation & Sick

All full time employees receive a vacation & sick benefit. Please see the employee handbook for more information. The amount of vacation & sick will be prorated the first year depending on your start date.

Holidays

10+ paid holidays — New Year's Day, Martin Luther King Jr. Day, Good Friday, Memorial Day, Independence Day, Thanksgiving and the day after, Christmas and the time between Christmas and New Year's Day.

Employee Discounts

Employees have access to discounts to numerous local business, including the Beaver County YMCA. Discount information can be found on SharePoint.

Free Admission

Employees and immediate family are able to enjoy free admission to all regular season sports events.

Lunch Benefit:

Employees can purchase 20 employee lunches for \$60. One free family dinner is granted at time of purchase.

Workers Compensation

Medical coverage is provided for injuries sustained on the job. Partial wage coverage is available if employee is unable to work. Please see the employee handbook for more information.