

Benefits for 1-2 year Visiting Faculty Appointments of

MORAVIAN COLLEGE

<i>Employee Health and Prescription Insurance</i>	<p>The institution provides eligible staff with a choice of health plans, PPO Choice or PPO Select, with the employee incurring a nominal premium cost. Family members may be added to the selected plan for an additional cost.</p> <p>Prescription drug coverage is also included with the selected health plan. Prescriptions purchased from participating pharmacies are assessed a minor co-payment for a thirty-day supply. Mail-order purchases for larger supplies are also available.</p>
<i>Dental and Vision Plans</i>	<p>Voluntary employee-paid dental or vision plans are available to eligible faculty. Premium costs are paid via payroll deduction.</p>
<i>Flexible Benefits Plan</i>	<p>PayFlex, the Moravian College Flexible Benefits Plan, allows faculty to exclude from income premium payments associated with health, drug, dental or vision insurance. In addition, medical reimbursement accounts for uninsured medical expenses and/or day care reimbursement accounts for eligible day care expenses may be established.</p> <p><i>Enrollment eligibility is limited to terms of active employment.</i></p>
<i>Term Life Insurance</i>	<p>Voluntary term life insurance for employees who are less than age 65 is equivalent to 1.5 times annual salary. Upon attainment of age 65 the percentage is reduced to 65%, 40% at age 70, and 25% at age 75. The cost of this plan is shared equally between the contract holder and the institution. Voluntary supplemental life insurance is also available for the employee at their expense.</p>
<i>Tax-Deferred Annuity Plan</i> *	<p>The institution allows all employees the opportunity to supplement their retirement savings by deferring a portion of their gross salary to TIAA/CREF 403(b) tax-deferred retirement annuities. The amount that may be deferred is governed by IRS Code.</p> <p>* In order to participate in this plan, the employee is required to complete a salary reduction agreement.</p>

1-year Visiting Faculty Appointments:

Enrollment eligibility limited to the 9-month Academic Year: *September 1st through May 31st*

2-year Visiting Faculty Appointments:

Enrollment eligibility terminates at the conclusion of the 2nd Academic Year: *May 31st*

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Further details about the plans can be obtained from the Human Resources Office, 1200 Main Street, Colonial Hall 3rd Floor, Bethlehem, PA 18018. The phone number is (610) 861-1528.

This synopsis briefly summarizes the benefit plans available to visiting faculty. This document is not all-inclusive, is subject to change, and does not constitute a contractual agreement.