

# 2024 BENEFITS



IT'S GREAT TO WORK AT TRINE.

Trine offers undergraduate and graduate educational benefits to full-time employees and undergraduate benefits to employees' spouses and children.

**Continue your education.**

Trine allows employees to contribute pre-tax dollars toward healthcare expenses through either a Health Savings Account (HSA) or Flexible Spending Account, depending on which medical plan employees select.

**Trine contributes funds to your HSA!**

Trine offers a 100% Employer-paid Life insurance policy for 1.5x your annual salary up to \$125,000.

**Trine covers the premium costs.**

Trine pays 100% of the premiums for Long-Term Disability.

**This coverage provides income protection for you and your family.**

Trine employees can participate in the 403(b) Retirement Plan. Trine provides eligible employees a retirement contribution of 5% of their annual salary. In addition, Trine will match up to 5% of employee's contribution!

**This will help you save and prepare for retirement.**

Trine provides a generous time off policy to employees, including paid sick time, paid vacation days, and paid holidays.

**Enjoy a healthy work/life balance!**

**TRINE**  
UNIVERSITY

Full-time employees of Trine University are eligible for the following benefits in accordance with benefit eligibility requirements.

## HEALTH BENEFITS

Employees are eligible for the following benefits the first of the month following their date of full-time employment

### Medical Insurance

Employees have three plan options: a PPO Plan, a Consumer Driven Health Plan (CDHP), and an HSA Plan.

The plan you choose depends on how you'd prefer to pay for medical care. While the PPO has a lower deductible and Out-of-Pocket max, it comes with higher premiums, or cost per paycheck. The CDHP has a higher deductible and prescription copays. The HSA Plan has the same deductible as the CDHP, but Trine contributes toward your HSA account, and the HSA Plan has the lowest premium per paycheck.

### Dental Insurance

Trine's dental plans cover preventive care at 100% and also offer coverage for basic, major, and even Orthodontic care!

### Vision Insurance

To keep our employees' vision in top shape, we offer a vision plan that includes coverage for eye exams, eyeglasses, frames, and contacts.

## FINANCIAL BENEFITS

TAX-ADVANTAGED SAVING AND SPENDING

### Health Savings Account (HSA)

If you enroll in the HSA medical plan, you can contribute to a Health Savings Account, or HSA. An HSA is a tax-advantage savings account that can be used to pay for healthcare expenses.

*Trine will contribute to your HSA!*

### Healthcare FSA

Allows you to contribute pre-tax dollars toward Medical expenses, including deductible and co-pays.

### Dependent Care FSA

Allows you to contribute pre-tax dollars toward child and adult care, including day care and day camps.

### 403(b) Retirement Plan

Eligible employees can begin contributing to this retirement plan on their first day of employment. After one year of service, Trine will contribute 5% of an employee's income towards their 403(b). Additionally, Trine will match dollar for dollar up to 5% of any employee's retirement contributions!

### Employer-Paid Life Insurance

Trine offers basic life insurance to employees in the amount of 1.5x your annual salary, up to \$125,000. Trine pays the premiums!

### Voluntary Life and AD&D

Looking for additional life insurance coverage? Employees and their Spouses/Dependents can also choose to elect voluntary Life and AD&D to supplement the employer-paid plan.

### Short-Term Disability

To help in the event of a non-work related injury or illness, Trine offers employees the option to purchase Short-Term Disability coverage.

### Long-Term Disability

In addition to the voluntary Short-Term Disability coverage, Trine offers Long-Term Disability coverage *at no cost to employees!*

### Disability | Critical Illness | Hospital Indemnity

Trine offers employees the option to purchase these financial protection policies. Premiums are paid by employees on a pre-tax basis through payroll deductions.

## LIFESTYLE BENEFITS

### Paid Sick Days

After 90 days of service, employees accrue 4 hours of paid sick time per month.

### Paid Vacation Days

DATE OF HIRE <i>After 90 day waiting period</i>	10 DAYS
5 YEARS	15 DAYS
10 YEARS	20 DAYS

### Holidays

Full-time employees are eligible for 8 paid holidays!

- ✓ New Year's Day
- ✓ Martin Luther King Day
- ✓ Good Friday
- ✓ Memorial Day
- ✓ July 4th
- ✓ Labor Day
- ✓ Thanksgiving Day
- ✓ Day after Thanksgiving
- ✓ All full-time employees are eligible for *one week of paid time off* at Christmas!

### Educational Benefits

Full-time employees are eligible for educational assistance. Undergraduates are eligible after six months of service, and graduate students are eligible after one year of service. Undergraduate educational benefits are also available for spouses and children!

### Free Access to Events and Spaces

Enjoy free access to the library, fitness center, and athletic events. Some exceptions apply, e.g. tournaments and sanctioned events.