

WHITTIER COLLEGE

SUMMARY OF FACULTY BENEFITS

MEDICAL INSURANCE - Three plans are available: two Health Maintenance Organization (HMO) plans and one Preferred Provider Organization (PPO) plan.

DENTAL INSURANCE - Delta Dental Plans

Delta Dental - This is an indemnity plan whereby you may choose your own dentist. An annual deductible and copayments are applied to basic and major restorative dental services.

Delta PMI - A pre-paid dental plan with services provided by the specific participating dentist (or dental group) selected by the enrolled member. Diagnostic, preventive, basic, and some restorative services are provided at no charge. A copayment is required for major restorative services.

GROUP LIFE INSURANCE - Non-contributory (the College pays in full).

LONG TERM DISABILITY INSURANCE - Non-contributory (the College pays in full).

RETIREMENT PLANS

Teachers Insurance and Annuity Association (TIAA/CREF)

Tax-deferred contributions made by the employee through salary reduction and the College are fully vested and wholly owned by the employee. Contact Human Resources Department for eligibility requirements.

Supplemental Retirement Annuity (SRA)

Contributions are made solely by the employee through salary reduction and are fully vested and wholly owned by the employee. Amount of contributions limited by IRS Section 403(b).

There are a number of investment options: guaranteed interest, several stock, bond, and money market funds.

TUITION REMISSION FOR EMPLOYEES AND DEPENDENTS

Tuition benefits are available to full-time faculty members wishing to take graduate classes. This benefit is available immediately upon hire date. The Whittier College Tuition Plan provides tuition benefits for dependent children of full-time faculty who have completed three years of continuous full-time service. Dependent children must be admitted as a regular undergraduate, graduate, or law school student at Whittier College to be eligible for this benefit. The Whittier College Tuition Plan provides tuition benefits for spouses of full-time faculty who have completed one year of full-time employment at Whittier College. Refer to the Faculty Handbook for specific

provisions, requirements and IRS taxation. These benefits must be applied for each semester through the Office of the Vice President for Academic Affairs at the College.