



Anna Maria College Benefits Summary

OVERVIEW OF BENEFITS

Anna Maria College (AMC) strives to offer competitive compensation and benefits in order to effectively recruit and retain dedicated faculty and staff. We recognize that direct compensation, or salaries, are important to employees, yet the factors that set Anna Maria College apart from other employers pertain to ALL of the different types of *indirect* compensation, such as benefits or perks, that AMC provides to its employees: Because we believe that our employees make the difference!

The following is an overview of the current benefits package provided to faculty and staff. Eligibility requirements may differ amongst benefit offerings. This summary is intended to provide an overview of offerings. Please note that we are always looking for ways to enhance our benefits to make your total compensation - including both your income and your benefits- work for you.

The following list provides information about many of the current benefits that Anna Maria College offers to our employees*:

Health, Dental and Vision Insurance

- Medical insurance through Fallon Health with wellness discounts and reimbursement programs – 4 HMO plans and a PPO plan to choose from
- Dental insurance through Altus Dental – 2 plan options to select from
- Vision insurance through VSP
- Domestic Partner Coverage available
- Cafeteria Plan – pick the options that work best for you and your family

Life and Disability Insurance

- Life insurance (100% employer paid)
- Long Term Disability (100% employer paid)
- AD&D (100% employer paid)
- Supplemental Life and Accident Insurance

Flexible Spending Accounts

- Pre-tax Health Care Flexible Spending Account
- Pre-tax Dependent Care Account

Earned Time (Paid Time Off)

- Generous paid vacation benefit
- Sick time up to 12 days per year
- 12 paid holidays per year
- 3 personal days per year

Retirement Plans

Anna Maria College offers employees the opportunity to save toward retirement by contributing to the college sponsored 403(b) Defined Contribution Retirement Plan.

- Employee contribution (403(b))
 - This retirement plan is an employee-contribution plan offered through the TIAA.
 - Traditional and Roth options available
 - Employees may elect to contribute to the 403(b) plan at any point during their employment up to the IRS annual maximum.
- Employer match contribution
 - Anna Maria College will contribute a matching contribution up to 5% to eligible employees who have completed one year of service and 1,000 hours of service within that year.
 - Marsh McLennan is our brokerage firm which makes investments for Anna Maria College and tracks these investments.

Tuition Assistance

- 100% tuition remission for up to two (2) Anna Maria College classes per semester after one year of continuous full-time employment
- Access to tuition free benefits for dependents through the Council of Independent Colleges and The Tuition Exchange, Inc.

Additional Benefits

- Employee Assistance Program (EAP)
- Bereavement
- Group Auto/Home Insurance Discount Program
- Fitness Center and Group Fitness classes onsite
- Travel Assistance
- ID Theft