



DEPARTMENT OF HUMAN RESOURCES
BENEFITS SUMMARY
FULL-TIME FACULTY
EFFECTIVE JANUARY 1, 2012

Full-time faculty members are eligible for the following benefits and services:

HEALTH PLANS:

Tufts POS
Tufts HMO
Tufts Advantage HMO

Bentley contributes a dollar amount equal to 75% of the Tufts HMO premium. Bentley contributes this same dollar amount to the Tufts POS premium. For 2012, Bentley contributes 80% of the premium for the Tufts Advantage HMO plan.

DENTAL PLANS:

Delta Dental – Standard Plan or High Plan
Bentley contributes 60% of the Standard Plan premium towards either plan.

VISION CARE PLAN:

Bentley offers the opportunity to purchase vision coverage through EyeMed. Employees pay the full cost.

PRE-TAX PREMIUM DEDUCTIONS:

Bentley provides pre-tax health/dental/vision deductions for employees. The portion of the premium paid for health/dental/vision will be deducted from gross salary and the employee will pay federal, state, and FICA taxes on the reduced salary.

FLEXIBLE SPENDING ACCOUNTS:

Bentley offers both medical expense and dependent care flexible spending accounts (reimbursement accounts), which can save employees significant tax dollars on these out-of-pocket expenses. Annual enrollment is required.

LONG TERM CARE INSURANCE:

Bentley offers the opportunity to purchase long term care coverage through CNA at low group rates.

LIFE AND ACCIDENTAL DEATH & DISMEMBERMENT INSURANCE:

Bentley provides one times annual base earnings to \$300,000 for both life and AD&D without cost to the employee. An employee may purchase through payroll deduction additional life coverage on themselves, up to 5 times base earnings to a maximum of \$650,000, as well as for a spouse and dependent children. Age and underwriting restrictions may apply.

LONG TERM DISABILITY:

After 6 months of total disability, Bentley provides a benefit of 40% of the employee's pre-disability base salary at no cost. The employee may purchase optional disability coverage, paid for through payroll deduction, to bring the coverage to a 60% benefit level.

SICK TIME:

See Faculty Manual.

VACATION:

See Faculty Manual.

RETIREMENT PLAN:

Bentley offers a 403(b) defined contribution retirement plan. Employees are eligible for contributions from Bentley on January 1st or July 1st following 2 years of benefit eligible service. The waiting period may be waived if you have sufficient previous service at another institution of higher learning or other eligible not-for-profit employer. If this applies to you, you must have your previous employer complete a Service Credit Form to be approved.

VOLUNTARY RETIREMENT SAVINGS:

All employees are eligible to make voluntary contributions to the Retirement Plan up to the limit specified by IRS guidelines. Voluntary contributions may be made prior to eligibility for Bentley's contribution and are not required in order to receive Bentley's contributions. Such contributions and any earnings are deferred from state and federal taxation until collected as income.

HOLIDAYS:

Bentley observes national and state holidays, per the holiday schedule published each year.

TUITION REMISSION:

Tuition remission benefits are available for full-time employees and spouses, same sex domestic partners residing out of state, and dependents based on length of service.

HEALTH ADVOCATE:

Bentley provides a free and confidential service to employees and their eligible family members to assist with any health related matters. Health Advocate is staffed with registered nurses who are experts in the healthcare and insurance field who can assist you with claims appeals, finding a specialist, etc.

EMPLOYEE ASSISTANCE PROGRAM:

Bentley provides a free and confidential Employee Assistance Program for all employees and their family members. The program includes assessment and short term counseling to help with any personal problems.

CREDIT UNION:

Employees may join at any time of the year for savings through payroll deduction. The credit union offers a wide range of financial services similar to a full service bank.

<u>BANKING:</u>	Citizens Bank and Sovereign Bank ATMs are located in the Student Center, and a Bank of America ATM is located in LaCava and Collins.
<u>DIRECT DEPOSIT:</u>	Employees must have their checks direct deposited at a bank or banks of their choice.
<u>ATHLETIC FACILITIES:</u>	Employees are invited to use the athletic facilities including the fitness room and pool free of charge.
<u>LIBRARY:</u>	Employees have full use of the library, including the withdrawal of books, video tapes, DVDs, and the use of research facilities.
<u>PHOTO ID:</u>	Employees need to make arrangements with University Police for a photo ID. The ID gives employees a 10% discount on most items at the Bentley Bookstore, and access to the athletic facilities and library, and may be required for access to certain work areas.
<u>PARKING:</u>	Parking is available at no cost to the employee. Employees need to obtain a parking sticker through the University Police Department.
<u>ADDITIONAL BENEFITS:</u>	<ul style="list-style-type: none"> Meal Discounts Discount Movie & Museum Passes Religious Services Auto/Home Insurance Discount Program Campus Connections Employee Activities On campus retirement and investment counseling On campus seminars and workshops Verizon Wireless cell phone discount Bose Corporation product discount Real Estate Program Mortgage Service Program Health and Wellness Programs

**For additional information,
please contact Human Resources at (781) 891-2817 or visit our website at www.bentley.edu/hr.**

**THIS DOCUMENT HIGHLIGHTS THE CURRENT BENEFITS PROGRAM.
BENTLEY RESERVES THE RIGHT
TO AMEND, SUPPLEMENT, OR RESCIND ANY BENEFIT PROGRAM
AS IT DEEMS APPROPRIATE.
NOTICE OF CHANGES WILL BE PROVIDED WHENEVER POSSIBLE.