



BENEFIT SUMMARY SHEET

Eligible employees are those regularly scheduled to work at least 30 hours per week. Staff coverage begins the first of the following month after hire

This overview is intended to provide only general information regarding Webster University's Benefits and may be updated annually or as needed.

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BENEFIT	DESCRIPTION
Voluntary Accident and Critical Illness Plans	Voluntary insurance plans offered by the Standard to complement medical coverage and provide lump-sum payments for covered incidents and illness.
Pre-Paid Legal Insurance	Legal Plan coverage is available through Met Life Legal, which provides a variety of covered legal services to employees and their families.
403(b) Plan	Employees may contribute to a voluntary retirement plan administered through TIAA, up to the annual IRS maximum. Both pre-tax and Roth options are available. Employer matching of 100% of the first 4% occurs after 1 year or full-time eligible service, or with completed form attesting to 1 year of service with any higher education institution directly prior to commencement of employment with Webster.
Identity Protection	Identity protection plans are eligible through Norton Lifelock for employees and covered dependents. There are 2 coverage levels - Elite Plus and Elite Premium.
Tuition Remission	Tuition remission for employees upon hire, for eligible dependents after 1 year of service. Opportunity for participation in Tuition Exchange programs after 5 or more years of service.
Leave Benefits	<ul style="list-style-type: none"> - Vacation accrual - 12 days per year in year 1, up to 20 days with advanced years of service, accrues over the year during each payroll - 1 Personal Leave Day per calendar year - Sick days begin with 10 days per year, prorated in year hire
Paid Parental Leave	After 1 year of eligible service, employees receive 6 weeks paid parental leave.
Wellness Incentives	Employees are able to participate in wellness incentives to earn 5% annual medial premium reduction for next calendar year and earn gift cards.
Employee Assistance Program (EAP)	Provides assistance with relationship, financial, legal and addiction counseling, as well as stress management, work/life concerns, etc.
Onsite Workout Center and Pool	Use of workout center on campus and pool during available hours.
Free Parking and Library Usage	Free parking in a covered garage on campus, and Webster University Library card.

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