



Wake Forest University offers a robust and competitive health and welfare program to its Faculty & Staff. Below is a brief summary of these programs. Our benefit program year is from July 1 to June 30. The plan deductibles, coinsurances and plan benefits are from January 1 to December 31. Please visit www.wfu.edu/hr for full plan details.

Full-time Faculty & Staff: Wake Forest University pays for the majority of the premiums for the medical and dental programs.

Part-time Faculty & Staff: Employee pays 100% of the cost for medical and dental programs.

MEDICAL PLANS

BlueCross BlueShield of North Carolina

The University offers two medical plans - the Value plan with a higher annual deductible and lower payroll deductions and the Core plan with a lower annual deductible and higher monthly deductions.

Our Prescription Drug plan is provided by Catalyst Rx and our Mental Health plan is provided by Carolina Behavioral Health Alliance. Both plans are included with each medical plan.

DENTAL PLANS

ACS Benefit Services

The University offers two dental plans - the Low plan that covers up to \$500 per year per covered person for Type A and B services and the High plan that covers up to \$1,500 per year per covered person for Type A, B, C, and D services.

- See any dentist.
- Plan reimburses at usual, reasonable and customary rates.

VISION PLAN

Superior Vision

The University offers a voluntary vision plan for lenses, frames, and contact lenses. This plan does not cover eye exams. Our medical plan covers eye exams once a year for a \$20 co-pay in-network.

SHORT AND LONG TERM DISABILITY PLANS

Wake Forest University & CIGNA

The University offers a short term and long term disability program. The short term disability plan is administered by Wake Forest University. The long term disability plan is administered by CIGNA. Wake Forest pays full cost for the both plans. There is a one year waiting period for the STD plan. The long term disability plan pays at 60% of base salary.

BASIC LIFE AND ACCIDENTAL DEATH & DISMEMBERMENT PLANS

CIGNA

The University provides a basic life and accidental death & dismemberment (AD&D) plan to full-time Faculty & Staff at no cost.

Faculty & Staff who earn less than \$50k per year will receive 1.5x their base salary (up to a maximum of \$50k) in life & AD&D.

Faculty & Staff who earn more than \$50k per year will receive 1x their base salary (up to a maximum of \$100k) in life & AD&D).

OPTIONAL TERM LIFE INSURANCE PLAN

CIGNA

Full and part-time Faculty & Staff have the option of purchasing up to 5x their base salary in Optional Life Insurance to a maximum of \$500,000. A Medical History Statement may be required.

OPTIONAL DEPENDENT TERM LIFE INSURANCE PLAN

CIGNA

Full and part-time Faculty & Staff have the option of purchasing Optional Life Insurance for their spouse/same sex domestic partner and dependent. They must have Optional Life for themselves in order to elect this benefit. A Medical History Statement form may be required.

VOLUNTARY AD&D INSURANCE PLAN

CIGNA

Full-time and part-time Faculty & Staff have the option of purchasing Voluntary AD&D Insurance for themselves and their dependents. You can elect up to \$500,000 of coverage in increments of \$10,000. No Medical History Statement is required.

LEGAL PLAN

ARAG Group

Services Include:

Unlimited Telephone Legal Services
Identity Theft Services
Online Legal Service (do-it-yourself documents)
In-office Legal Services - Family Issues
Real Estate Issues
Defense of traffic misdemeanor
Will Preparation
Etc.

FLEXIBLE SPENDING ACCOUNT PLANS

SHDR (Subsidiary of BB&T)

Faculty & Staff may participate in one or both of the Health Care and Dependent Care Flexible Spending Accounts (FSA). The annual limit for the Health Care FSA is \$5,000. The annual limit for the Dependent Care FSA is \$6,000. Both plans have the debit card feature at no cost to the participant. Plan year runs July 1 to June 30.

NC NATIONAL COLLEGE SAVINGS PLAN

This program offers options to make real gains in savings towards college education for your child, yourself, or someone else you care about.

LONG TERM CARE PLAN

John Hancock

Full and part-time Faculty & Staff who work at least 1,000 hours per year. This plan offers custodial and support services to people who have a chronic or long-term physical and/or cognitive impairment.

TUITION CONCESSION PROGRAMS

Dependent Children Tuition Concession

Full-time Faculty & Staff are eligible after completing 3 years of full-time service. Dependent children attending Wake Forest - You pay 6% of tuition and fees. Dependent children attending other institutions in 2008 -2009 academic year may receive \$2,698 per semester or \$5,396 per year.

Spouse/Same Sex Domestic Partner Tuition Concession

Full-time Faculty & Staff are eligible as of their date of hire. Wake Forest will pay 50% of the cost of undergraduate studies and graduate studies in Arts & Science.

Faculty & Staff Tuition Concession

Full-time Faculty & Staff are eligible after completing 2 years of full-time service. Full tuition for undergraduate study in the Wake Forest University College or at the Calloway School of Business and Accountancy. \$1,791.50 per year at another institution if the course or degree is directly related to the essential functions of your department.

DEFINED CONTRIBUTION AND

TAX DEFERRED ANNUITY PLANS - 403B

Fidelity, TIAA-CREF, and Vanguard

Full and part-time Faculty & Staff who work at least 1,000 hours in each of two consecutive years are eligible to receive Wake Forest University contributions into the Defined Contribution plan.

- 5% of base salary if you have less than 5 years of service
- 7.5% of base salary if you have more than 5 but less than 10 years of service
- 10% of base salary if you have more than 10 years of service

All Faculty & Staff are eligible immediately to start making pre-tax contributions into their Tax Deferred Annuity plan. The IRS imposes limits on contributions maximums per year. Contributions can be changed, started, or stopped within the next paycycle.

Retirement Counselors from Fidelity, TIAA-CREF, and Vanguard are available to speak with you about your retirement goals and plans.

REFERRAL PROGRAMS

- ElderCare Choices
- Personal Assistance Network - Employee Assistance Plan
- Work/Family Resource Center - Child Care Resource and Referral Service

SUPPLEMENTAL INSURANCE PLANS

AFLAC

- Accident Plan
- Specified Health Event Plan
- Cancer Plan

MATERNITY & ADOPTION LEAVE

Full-time Faculty & Staff with at least one year of service are eligible for six weeks of paid leave.

HUMAN RESOURCES

The Human Resources Department can be reached by calling 336-758-4700 or through email at AskHR@wfu.edu. You can find more information regarding the Benefits Programs on our website - www.wfu.edu