Benefts at Yale—include impressive signature benefts
Yale’s health and welfare benefts, designed to support you and your family through multiple life-stages, are among the most comprehensive and affordable in the nation.
The university values its community members and regularly evaluates and adds to its menu of impressive signature benefts. Now is the time to take charge of your health and fnancial well-being by learning more about your full beneft ofering at Yale.

Warmest regards,
Janet Lindner
Vice President, Human Resources and Administration

Signature Benefts at Yale
Whether you hope to buy a new home, send your children to college, or simply develop a healthier lifestyle for you and your family, Yale provides many valuable benefts and resources to help you achieve your goals.

Home & Family
Adoption Reimbursement Plan provides a maximum beneft of $10,000 per fnalized adoption.

Scholarship for Children offers a partial college scholarship for your eligible college-bound child(ren) if you work full-time for six consecutive years.

Yale Homebuyer Program grants monetary assistance to eligible employees for purchasing a residence in designated areas of New Haven.

Health & Education
Counseling and Support Services provide resources for a wide range of life-issues including elder care. Magellan Health Care counseling sessions are confdential and at no cost to you and your eligible household members.

On-site Health Coaching provides one-to-one support for Yale Health and Aetna plan (Trestle Tree) members to manage chronic medical conditions, quit tobacco, improve nutrition, manage weight, and cope with stress.

Tuition Assistance helps eligible staf defray tuition expenses for courses taken toward degree and non-degree programs.

Weight Watchers helps you make the positive changes to lose weight and live a healthier lifestyle. Learn more about a new subsidy reducing the cost by more than 50% for eligible employees through Being Well at Yale. Visit: beingwell.yale.edu/weight-watchers.

Personal
Commuter Benefts save you money if you take the bus, train, or vanpool to work or if you park in an of-campus parking lot when you enroll in a commuter beneft.

Cultural & Recreational Benefts range from Payne Whitney Gym membership to Yale Center for British Art admission to borrowing privileges at one of Yale’s renowned libraries.

Healthy Planet Green Benefts provide discounts and rebates on home solar systems, EPEAT-certifed computers and more through YaleAdvantages on Workday. Visit https://your.yale.edu/green-benefts for more information to support your healthy lifestyle and a healthy planet.

YaleAdvantages ofers discounts on legal and tax services, identity thef protection, the Apple purchase program, mortgages, and banking ofers. You can conveniently pay for discounted premiums on home, auto, and pet insurance through payroll deductions.
Benefits at Yale — include impressive signature benefits

Yale’s health and wellness benefits, designed to support you and your family through multiple life stages, are among the most comprehensive and affordable in the nation.

The university values its community members and regularly evaluates and adds to its menu of impressive signature benefits. Now is the time to take charge of your health and financial well-being by learning more about your full benefits offering at Yale.

Warmest regards,
Janet Lindner
Vice President, Human Resources and Administration
Signature Benefits at Yale

Whether you hope to buy a new home, send your children to college, or simply develop a healthier lifestyle for you and your family, Yale provides many valuable benefits and resources to help you achieve your goals.

Home & Family

Adoption Reimbursement provides a maximum benefit of $10,000 per finalized adoption.

Scholarship for Children offers a partial college scholarship for eligible children around age 3 if you work full-time for six consecutive years.

Yale University Parents pays monthly nutrients to eligible employees for purchasing produce in designated areas of New Haven.

Health & Education

Counseling and Support Services provide resources for a wide range of life-issues including elder care. Magellan Health Care counseling sessions are confidential and at no cost to you and your eligible household members.

On-site Health Coaching provides one-to-one support for Yale Health and Aetna plan (Trestle Tree) members to manage chronic medical conditions, quit tobacco, improve nutrition, manage weight, and cope with stress.

Tuition Assistance helps eligible staff defray tuition expenses for courses taken toward degree and non-degree programs.

Weight Watchers helps you make the positive changes to lose weight and live a healthier lifestyle. Learn more about a new wellness program that can be more than 50% for eligible employees through Being Well at Yale. Visit: www.yale.earth/weight-watchers.

For more information, visit your.yale.edu/enroll.
Paid Time Off
Enjoy work/life balance with a generous paid time off program.

- One paid time off accrual monthly based on the following schedule:
  - New hires: 0 to 6 months: 0.25 hours/week
  - Existing employees: 0.5 hours/week

- Vacation:
  - Part-time employees regularly scheduled to work 10 hours or more per week:
    - Less than 1 year: Pro rata share of 2 weeks
    - 1 to 4 years: 2 weeks
    - 5 to 10 years: 3 weeks
    - 11 to 15 years: 4 weeks
    - 16 to 20 years: 5 weeks
    - 20+ years: 6 weeks

- Holidays:
  - Christmas Day
  - Good Friday
  - New Year’s Day

- Retirement:
  - Yale University Retirement Plan for Employment (Staff Pension Plan)

- Automatic Enrollment (Staff Pension Plan)
Yale Health Enrollment Fees

Employee/Spouse + or without Child(ren)

Paid Time Off

Eligible to use sick time after three months of employment.
Eligible to use vacation after six months of employment.
Part-time employees regularly scheduled to work 10 hours or more per week

Floating Holidays

Immediate 5 days:
- 5 to 9 years 3 weeks
- Christmas Day
- Thanksgiving Day
- Labor Day
- Independence Day
- Memorial Day
- Dr. Martin Luther King Jr. Day

Annual Deductible

- Single $1,000
- Family $1,900

Election to make your beneficiary designations.
Elections, schedule a one-on-one advice session, and review or contribute a dollar amount, a percentage of your salary, or your eligible pay.

The automatic enrollment option provides for tax-free withdrawal of contributions that are not taxed until withdrawn. The Roth 401(k) allows you to contribute a dollar amount, a percentage of your salary, or your eligible pay.

Once you complete five years of benefit service and attain age 45, the university will match 100% of your employee contributions up to two percent of your eligible pay. Once you complete five years of benefit service and attain age 45, the university will match 100% of your employee contributions up to two percent of your eligible pay.

Vesting

Vesting gives you the right to receive retirement benefits.

Automatic Enrollment

Company contributes $3 per year.

Company match:
- 1% to 2% of your eligible pay.

Participating employees will receive an automatic annual increase in their 401(k) contributions of $3 per year.

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Health Expectations Program

The Health Expectations Program (HEP), a healthcare management program designed to encourage you and your spouse to continue to maintain your health and wellness.

Tobacco-Free Yale

Tobacco that is self-initiated or self-initiated by a person who obtains a prescription in a separate state.

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Vision Insurance

EyeMed offers two plans: the basic plan which provides allowances for frames and lenses, and the enhanced plan, which also covers eye exams and more frequent hardware allowances.

Disability Protection

Short-Term Disability

Medical care you receive due to an illness or injury during the year.

Long-Term Disability

Medical care you receive due to an illness or injury during the year.

Life Insurance

The company will provide you with a term life insurance policy. As an employee, you have the option of purchasing additional term life insurance at a cost.

Ways to Save

Flexible Spending Accounts

With a Flexible Spending Account, you can reduce your taxable income and receive reimbursement of eligible out-of-pocket expenses. You may contribute up to the IRS limit to a flexible spending account (FSA) or a health savings account (HSA).
Service and Maintenance Staff

Your paid time off will accrue monthly based on the following:

**Type** | **Eligibility** | **Allotment** | **Vacation** | **Sick Time** | **Floating Holidays**
---|---|---|---|---|---
Less than 1 year | Pro rata share of 2 weeks | | | | Immediate 5 days:
Year 1 | | | | | Christmas Day, Thanksgiving Day, New Year's Day
Year 2 | | | | |
Year 3 | | | | |

Yale Health and Aetna healthcare plans. You and your spouse, dependents, and other family members can choose from these plans. You can switch plans at any time without having to wait for a special enrollment period. Please review the plan documents to find the plan that best meets your needs.

Employee + Spouse or Family coverage

**Plan Options**

- **Aetna Choice PPO**: A preferred provider organization (PPO) plan offering a broad range of services at reduced costs.
- **Aetna DAW**: A preferred provider organization (PPO) plan offering a broad range of services at reduced costs.
- **Aetna Choice POS II**: A point-of-service (POS) plan offering a broad range of services at reduced costs.

**Benefits & Services**

- **Medical Insurance**
  - **Outpatient Hospital**: $0/$0/$0/$25/$75
  - **Inpatient Hospital**: $0/$0/$0
  - **Routine Eye Exams**: $0
  - **Preventive Care**: $0
  - **Chiropractic**: $0
  - **In-vitro Fertilization**: $0
  - **Major Restorative**: 50%

**College Savings Plan (529)**

- **Maximum**: $10,000
- **Deductible**: $0
- **Non-deductible**: $0
- **Maximum Earnings**: $100,000
- **Maximum Contribution**: $50,000

If you are interested in enrolling in a retirement plan, you can provide information to church plans at Yale Health on the Informational hyperlink (IHS) form, which can be found at http://yale.yale.edu/services/plan.

Failure to disclose this information may affect the terms of your coverage or denial of claims. Please review http://yale.yale.edu/coverage to ensure a smooth transition of benefits.

To learn more about ways to save, visit your.yale.edu/enroll.

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1. Yale Health plan provides an on-site covering for emergency and urgent care. If there is a deficiency in service, the employee may be expected to bear the full cost of the services.
2. When the employee is enrolled in a plan, the employee's contribution must be made on a monthly basis.
3. The amount of out-of-pocket expenses that must be paid before the plan pays any expenses.
4. The amount that the plan pays for services, after the deductible has been paid.
5. The maximum amount that the plan will pay for services, before the member pays any additional cost or out-of-pocket expenses.
6. The amount of any excess that is not covered by the plan that is paid by the member.
7. The plan covers the costs for services that are not covered by the plan.
8. The amount of any excess that is not covered by the plan.
9. The amount of any excess that is not covered by the plan.
10. The amount of any excess that is not covered by the plan.
11. The amount of any excess that is not covered by the plan.

This chart is a summary of the benefits provided under each option. For complete details, refer to the Yale Health and Aetna Plan Guide. Information on the plan can be found at http://yale.yale.edu/services/plan. The signing of this plan document gives all employees or students the right to participate in the plan.
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Contact Information

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<th>Benefit</th>
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<th>Tel</th>
<th>Email</th>
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<tr>
<td>Medical</td>
<td><a href="http://www.yalehealth.yale.edu">www.yalehealth.yale.edu</a>  203-432-0246</td>
<td></td>
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<tr>
<td>Vision</td>
<td><a href="http://www.aetna.com">www.aetna.com</a>  66-253-6</td>
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<td>Dental</td>
<td>eyemed.com  66-299-135</td>
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<tr>
<td>Flexible Spending Accounts (FSA)</td>
<td>deltadentalnj.com  00-494-413</td>
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<tr>
<td>Commuter and Tuition Reimbursement</td>
<td><a href="http://www.cigna.com">www.cigna.com</a>  00-367-1037</td>
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<tr>
<td>Counseling and Support Services</td>
<td><a href="http://www.myworkday.com/yale/d/home.htmld">www.myworkday.com/yale/d/home.htmld</a>  77-352-5552; press 6</td>
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<tr>
<td>401(k) Plans</td>
<td><a href="http://www.Magellanhealth.com">www.Magellanhealth.com</a>  00-327-9240</td>
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<tr>
<td>Employee Service Center</td>
<td><a href="http://www.TIAA.org/yale">www.TIAA.org/yale</a>  55-250-5424</td>
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<td>Your Pension Resources</td>
<td>your.yale.edu/work-yale/hr-support/ 203-432-5552</td>
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<tr>
<td>Employee Services</td>
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