

## BENEFITS IN BRIEF | MEDICAL and FIXED-TERM FACULTY – APPOINTED LESS THAN HALF-TIME

| BENEFIT                         | WHO PAYS       | ELIGIBILITY  | COVERAGE                                                                                                                                                                                                                                                                                                                                                                                                                         |
|---------------------------------|----------------|--------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Supplemental Retirement Savings | Employee       | Date of Hire | <p>Eligible to contribute to a 403(b) tax-deferred retirement savings plan through TIAA. Roth contributions are also available.</p> <p>Please view the <a href="#">CMU Retirement webpage</a> for additional details.</p> <p>Note: If you are a participant or retiree of the Michigan Public School Employees Retirement System (MPERS), CMU may be required to report your wages and/or withhold retirement contributions.</p> |
| Retirement Education            | CMU & Employee | Date of Hire | <p><a href="#">TIAA</a> representatives are available for complimentary, personalized consultations regarding the supplemental 403(b) &amp; 457(b) plans. They can assist with investment allocation decisions and developing a retirement investment strategy.</p>                                                                                                                                                              |
| Michigan Education Savings Plan | Employee       | Date of Hire | <p>Eligible for a tax-advantaged IRC Section 529 education savings plan administered by the Michigan Department of Treasury and managed by TIAA. Employees can set up an account(s) for a child, grandchild, niece/nephew and make contributions through payroll deduction.</p> <p>Please visit <a href="http://www.misaves.com">www.misaves.com</a> for additional details.</p>                                                 |
| CONNECT CMU                     | Employee       | Date of Hire | <p><a href="#">CONNECT CMU</a> offers employees discounted cellular service through AT&amp;T, T-Mobile, and Verizon, including exclusive rates on wireless plans and devices, as well as dedicated service and support.</p>                                                                                                                                                                                                      |
| CMU Health Services             | Employee       | Date of Hire | <p><a href="#">CMU Health</a> can provide employees with acute, routine, and primary care services. Services include routine care and physicals, acute and chronic illness management, allergy injections, immunizations, gynecological exams, basic cardiac screening, and more.</p>                                                                                                                                            |
| Student Activity Center (SAC)   | Employee       | Date of Hire | <p>Employees are eligible to purchase a discounted individual or family membership to the <a href="#">SAC</a> for 3-, 6-, or 12-month periods.</p> <p>Please view the <a href="#">University Recreation webpage</a> for additional details.</p>                                                                                                                                                                                  |
| Parking                         | Employee       | Date of Hire | <p>Employees may purchase a CMU parking permit for a single vehicle. There is no university contribution toward the cost of the permit.</p> <p>Please view the <a href="#">Parking Services webpage</a> for additional details.</p>                                                                                                                                                                                              |
| Travel Accident Insurance       | CMU            | Date of Hire | <p>Employees are automatically covered under CMU's plan, which provides \$500,000 to the beneficiary in the event of accidental death while traveling on CMU business.</p>                                                                                                                                                                                                                                                       |
| Electronic Pay                  | ---            | Date of Hire | <p>Employees may choose to receive their pay through direct deposit (to any financial institution in the United States) or through the Pay Card Program.</p> <p>Please visit the <a href="#">Payroll webpage</a> for additional details.</p>                                                                                                                                                                                     |
| Library Services                | CMU            | Date of Hire | <p>Access to various library services during the term of appointment. Services include a six-month circulation period for books, access to electronic journals and databases, interlibrary loan and document delivery services, and research help services.</p> <p>Please visit the <a href="#">Libraries Faculty Services webpage</a> or email <a href="mailto:libref@cmich.edu">libref@cmich.edu</a> for more information.</p> |

| BENEFIT         | WHO PAYS | ELIGIBILITY  | COVERAGE                                                                                                                                                                                                                                                                                                                     |
|-----------------|----------|--------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Paid Sick Leave | CMU      | Date of Hire | Paid sick leave may be used in accordance with <a href="#">CMU's Michigan Earned Sick Time Act Policy</a> . Earned sick time is calculated based on semester appointment level and frontloaded for immediate use during the current calendar year. Unused earned sick time does not carry forward from one year to the next. |

Faculty are paid semi-monthly, and pay dates generally occur on the 15<sup>th</sup> and the last day of each month. This document is for reference only and not a contract document.