

The information provided below is a summary of benefits for faculty employed both by Virginia Commonwealth University and by MCV Physicians. Each employer provides these benefits separately.

Benefit Type	VCU Faculty	MCV Physicians/VCU Health System
Health	<ul style="list-style-type: none"> • Eligibility: Employee, spouse, and eligible children through the end of the calendar year in which they turn age 26 • Membership: Employee, Employee plus One, or Employee plus Two or More • Enrollment: within first 30 calendar days of eligible university employment • Coverage: begins first of the month coinciding with or following employment date in eligible position <p>COVA Care PPO:</p> <ul style="list-style-type: none"> ○ In-network medical & behavioral health with co-pay ○ Wellness & preventive dental with no co-pay ○ 4-tier prescription drug with co-pay ○ Labs & diagnostics with deductible & coinsurance ○ Optional out-of-network, expanded dental, vision & hearing coverage ○ Administered by Anthem and Delta Dental <p>COVA HealthAware CDHP:</p> <ul style="list-style-type: none"> ○ In & out of network medical, behavioral health, prescription drugs, labs and diagnostics with deductible & coinsurance ○ Wellness & preventive dental with no deductible or coinsurance ○ Commonwealth-funded HRA for out-of-pocket medical, prescription and behavioral health expenses ○ Optional expanded dental & vision coverage ○ Administered by Aetna, Anthem Pharmacy/CarelonRX, and Delta Dental <p>COVA High Deductible Health Plan:</p> <ul style="list-style-type: none"> ○ In-network medical, behavioral health, prescriptions, labs and diagnostics with high deductible (\$1,750 single/\$3,500 dual or family) & coinsurance ○ Wellness & preventive dental with no deductible or coinsurance ○ Optional expanded dental coverage ○ Administered by Anthem and Delta Dental <p>TRICARE Supplement Plan:</p> <ul style="list-style-type: none"> ○ For military retirees and/or their spouses or surviving spouses ○ Administered by Selman/ASI Insurance <p>Optima Health Vantage HMO</p> <ul style="list-style-type: none"> ○ Regional HMO for Hampton Roads area. <p>Kaiser Permanente HMO</p> <ul style="list-style-type: none"> ○ Regional HMO for Northern VA, MD, DC 	<ul style="list-style-type: none"> • Eligibility: Employee, Spouse and dependent children <i>only if not eligible for VCU faculty coverage.</i> • Membership: Employee, Employee plus Child, Employee plus Spouse, Employee plus Children or Family • Enrollment: within 31 days of employment • Coverage: begins first of month following employment date in eligible position. <p>VCUHS Basic Benefits:</p> <ul style="list-style-type: none"> ○ ChoiceCARE PPO (Optima Health) ○ Three tier prescription drug ○ Vision Benefits (VSP) ○ Wellness ○ Delta Dental ○ VCUHS Direct Dental <p>Note: Co-payments, co-insurance and deductibles apply</p>

<p>Flexible Spending Accounts</p> <p>Both are tax savings plans that allow you to set aside pre-tax money to reimburse yourself for eligible medical or dependent care expenses.</p> <p>Note: Funds must be used in the same plan year (University 7/1-6/30 and MCV Physicians 1/1-12/31). Funds not used will be forfeited.</p>	Health Spending Account	
	<ul style="list-style-type: none"> • Enroll: within first 30 calendar days of eligible university employment • Eligibility: must elect an annual plan year pledge. • Benefit: maximum contribution is \$3,050 per plan year 	<ul style="list-style-type: none"> • Enroll: within 31 days of employment • Eligibility: must contribute \$10 minimum to account per pay period • Benefit: maximum contribution is \$3,050 per plan year <p>Note: Maximum contribution based on current IRS limits is not offset by VCU contribution.</p>
	Dependent Care Spending Account	
	<ul style="list-style-type: none"> • Enroll: within first 30 calendar days of eligible university employment • Eligibility: must elect an annual plan year pledge.. • Benefit: maximum contribution is \$2,500 (employee who is married and filing separate tax return) or \$5,000 (employee who is single or married and filling a joint tax return) 	<ul style="list-style-type: none"> • Enroll: within 31 days of employment • Eligibility: must apply \$10 minimum to account per pay period • Benefit: maximum contribution is \$2,500 (employee who is married and filling separate tax return) or \$5,000 (employee who is single or married and filling a joint tax return) <p>Note: All dependent care FSA contributions made through VCU and MCVP count toward the same IRS limit.</p>
Retirement	Optional Retirement Plan (ORP) or Virginia Retirement System (VRS)	
	<p>Enroll: Elect plan within 60 days of hire date by completing election forms, and opening on-line investment account if electing ORP, OR automatically default to VRS if you make no election within 60 days. State law requires that you contribute 5% of your own salary to the plan you elect (ORP or VRS). Note: Election or default is irrevocable. Cannot be changed later.</p> <p>VCU Optional Retirement Plan (ORP)</p> <ul style="list-style-type: none"> • Benefits: <ul style="list-style-type: none"> ○ Immediate vesting ○ Select TIAA or Fidelity as provider ○ Defined contribution from VCU equal to 8.5% creditable compensation ○ You contribute 5% of your own salary <p>Virginia Retirement System (VRS)</p> <ul style="list-style-type: none"> • Coverage: Eligible to retire with full defined benefits at normal Social Security retirement age or when sum of age and years of service equals 90. Note: A reduced defined benefit is available at age 60 with 5 years of service. • Benefits: <ul style="list-style-type: none"> ○ Hybrid Retirement Plan: Vested for defined benefit after five years; fully vested for employer match on defined contributions after four years. VCU contributes to defined benefit and matches your defined contributions. ○ You contribute 5% of your own salary; you may contribute an additional 4% on a voluntary basis to increase employer matching. 	<p style="text-align: center;">Physicians 401(a) Retirement Plan</p> <ul style="list-style-type: none"> ^ Enroll: 100% company contributions and employee is automatically enrolled on date of hire. ^ Investment options: Investment is defaulted to Fidelity Freedom Fund based on expected retirement age. You may change the investment allocation at any time by logging into your plan account from VCU Health's Fidelity web page. ^ Contribution amount: 8.5% on all eligible earnings per paycheck up to the Social Security wage limit. 14.2% on all eligible earnings above the Social Security wage limit and up to the IRS compensation limit. All contributions are immediately vested. ^ Investment provider: You may select Fidelity Investments and/or TIAA by logging into your plan account from VCU Health's Fidelity web page. ^ Fidelity is the master recordkeeper for the plan. Even if you select TIAA, all elections and changes must be submitted through your Fidelity account via VCU Health's Fidelity web page.

Supplemental Retirement	Tax Deferred Annuity 403b (TDA)	
	<ul style="list-style-type: none"> • Enroll: complete Salary Reduction Agreement and investment enrollment. Only exact per-pay deferral amounts are accepted; no percentages. • Benefits: <ul style="list-style-type: none"> ○ Optional pre-tax and/or Roth post tax deferral. ○ Cash match if eligible* and contribute at least \$10 (50% match up maximum match contribution of \$20 each pay period) <p>Choice of 2 investment companies and a wide variety of investment funds. Failure to make elections or opt out within 60 days of hire results in auto-enrollment in TIAA Lifecycle Fund at \$20 pre-tax per paycheck (with \$10 cash match if eligible*).</p> <p>*VRS Hybrid Plan participants must contribute maximum voluntary defined contribution to that plan in order to qualify for Cash Match on TDA. ORP participants are automatically eligible.</p>	<ul style="list-style-type: none"> ^ Enroll: enroll online at VCU Health's Fidelity web page. ^ Benefits: <ul style="list-style-type: none"> ○ Optional pre-tax and/or post-tax deferral. Only percentage deferrals are accepted. You may change your deferral percentage at any time by logging into your plan account from VCU Health's Fidelity web page. ○ You may select Fidelity Investments and/or TIAA as your investment provider. Even if you select TIAA, all elections and changes must be submitted through your Fidelity account portal via VCU Health's Fidelity web page. <p>Note: All 403(b) deferrals (pre-tax and post-tax combined) made through VCU and MCVP count toward the same IRS annual deferral limit.</p>
Disability	Deferred Compensation Plan 457(b) (DCP)	
	<ul style="list-style-type: none"> • Enroll: Enroll online at http://www.varetirement.org/dcp.html • Benefits: <ul style="list-style-type: none"> ○ Optional pre-tax and/or Roth post-tax deferral. ○ Cash match if eligible* and contribute at least \$10 (50% match up to maximum match contribution of \$20 each pay period) and not participating in TDA. <p>*VRS Hybrid Plan participants must contribute maximum voluntary defined contribution to that plan in order to qualify for Cash Match on DCP. ORP participants are automatically eligible.</p>	<ul style="list-style-type: none"> ^ Enroll: enroll online at VCU Health's Fidelity web page. ^ Benefits: <ul style="list-style-type: none"> ○ Optional pre-tax and/or post-tax deferral. Only percentage deferrals are accepted. You may change your deferral percentage at any time by logging into your plan account from VCU Health's Fidelity web page. ○ You may select Fidelity Investments and/or TIAA as your investment provider. Even if you select TIAA, all elections and changes must be submitted through your Fidelity account portal via VCU Health's Fidelity web page. <p>Note: All 457(b) deferrals through VCU and MCVP count toward the same IRS annual deferral limit.</p>
	VCU options are dependent upon which retirement plan you choose, and which leave plan you choose if you enroll in the VRS.	
	VCU Optional Retirement Plan (ORP) – Long Term Disability only	VCUHS Long Term Disability
	<ul style="list-style-type: none"> • Enroll: Automatic in ORP, no cost • Waiting period: 180 days of disability • Note: During the waiting period, accrued sick and/or annual leave must be utilized. If sick leave has been spent prior to the incident, this period is unpaid. • Coverage: Pays a regular income when you are disabled and cannot work as of the first day of the month after six months of continuous total disability. Continues ORP contributions. • Benefit: 60% of the monthly salary up to \$20,000 monthly income benefit, less the sum of benefits from other sources 	<ul style="list-style-type: none"> • Enroll: Automatic • Waiting period: after 90 days of disability • Coverage: Group Long Term disability is 60% of combined VCU and MCVP monthly salary (physician group) or of MCVP salary only (non-physician group) up to \$15,000 monthly income benefit, offset by benefits received from VCU and/or VA, while unable to practice own specialty of medicine to age 65.

Disability (continued)	<p align="center">Virginia Retirement System (VRS) – Short Term and Long Term Disability</p> <p>Note: Default to VSDP or opt out of VSDP to choose Traditional Sick Leave Plan.</p> <p>Virginia Sickness and Disability Program (VSDP):</p> <ul style="list-style-type: none"> • Enroll: Default to VSDP unless you submit opt-out form within 60 days of hire date • Benefits: provides sick leave, family and personal leave, short and long-term disability coverage and long term care coverage at no cost. Non-work related disabilities not covered during first year of participation. Note: Length of service determines the amount of leave credits and disability income replacement amount. • Coverage: Replaces 60% - 100% of your monthly base salary based on length of program participation and injury type (work-related or non-work related) <p>Traditional Sick Leave Plan:</p> <ul style="list-style-type: none"> ○ Enroll: Submit VSDP opt-out form within 60 days of hire date Note: Not automatically covered by a disability plan. May purchase Voluntary Group Long Term Disability Insurance. 	<p align="center">VCUHS Short Term Disability</p> <ul style="list-style-type: none"> • Enroll: Basic provided, voluntary upon election • Waiting period: after 14 days of disability • Cost: Monthly fee applies based on coverage (salary) • Coverage: Basic coverage replaces up to 50% of MCV Physicians salary up to \$1,000 per week. Voluntary coverage replaces up to \$1,904 per week, up to 13 weeks of coverage, if elected.
Voluntary Group Long Term Disability Insurance (VRS - Traditional Sick Leave Plan only)	<ul style="list-style-type: none"> • Enroll: No medical underwriting if within 31 days of employment. Enrollment available later, but subject to medical underwriting. • Membership: Monthly premium applies • Coverage: 90-day waiting period after disability begins; the plan replaces 60% of monthly salary up to \$5,000 monthly benefit, less the sum of benefits from other sources. 	<p align="center">N/A</p>
Life Insurance	<ul style="list-style-type: none"> • Enrollment: Automatic, no cost (no medical exam) • Coverage: annual salary rounded to next thousand and then doubled • Benefits: <ul style="list-style-type: none"> ○ natural death benefits ○ double indemnity for accidental death ○ dismemberment payments for accidental loss of one or more limbs or eyesight ○ accelerated death benefit for a terminal condition 	<ul style="list-style-type: none"> • Enrollment: Automatic (no medical exam) • Eligibility: Full-time faculty • Coverage: annual salary doubled and then rounded to next thousand • Benefits: <ul style="list-style-type: none"> ○ natural death benefits ○ double indemnity for accidental death ○ dismemberment payments for accidental loss of one or more limbs or eyesight ○ accelerated death benefit for a terminal condition

<p>Supplemental Life Insurance</p>	<ul style="list-style-type: none"> • Enrollment: within 31 days of employment (after 31 days evidence of insurability required), cost based on age. • Coverage: <ul style="list-style-type: none"> ○ One to eight times your salary (not to exceed \$800,000) ○ guaranteed issue amount for personal coverage is \$400,000; for spouse is half faculty member’s salary <p>Note: For benefits above guaranteed issue amount, a health status form must be sent to the insurance company within 31 days from hire date and must receive approval</p> <ul style="list-style-type: none"> • Benefit: same as Group Life <p>Note: Can also cover spouse and children</p> <ul style="list-style-type: none"> • Pay premiums via payroll deduction 	<ul style="list-style-type: none"> • Enrollment: within 31 days of employment (after 31 days evidence of insurability required) • Coverage: <ul style="list-style-type: none"> ○ Increments of \$50,000 up to \$700,000 ○ guaranteed issue amount for personal coverage is \$300,000; for spouse is half faculty member’s salary <p>Note: For benefits above guaranteed issue amount, a health status form must be sent to the insurance company within 31 days from hire date and must receive approval</p> <ul style="list-style-type: none"> • Benefit: same as Group Life <p>Note: Can also cover spouse and children</p>
<p>Leave</p> <p>For Information on additional types of Leave available (Holiday, Personal and Family, and Community) visit: https://hr.vcu.edu/current-employees/leave</p>	<p>Annual</p>	
	<ul style="list-style-type: none"> • Eligibility: Full-time 12-month faculty accrue leave at the rate of eight hours per pay period. • Benefit: Must earn leave before you use it and cannot carry over more than 288 hours (includes maximum payout allowed upon termination). 	<ul style="list-style-type: none"> • Eligibility: Full-time 12-month faculty accrue leave through VCU. Employees of MCVP only, accrue Paid Time Off (PTO) based on VCUHS benefits schedule, which includes both annual and sick leave.
	<p>Sick</p>	
	<p>Faculty Traditional Sick Leave plan:</p> <p>Eligibility: Full-time 12-month faculty accrue 5 hours per pay-period. Leave does not expire.</p> <p>Note: 9-month full-time faculty receive six days at the beginning of each semester.</p> <p>Virginia Sickness and Disability Program (VSDP):</p> <p>Eligibility: Full-time 12-month and 9-month faculty are credited 64 hours on January 10 each year.</p> <p>Note: New Hires effective January 10 to July 9 receive 64 hours upon employment; New Hires effective July 10 to January 9 receive 40 hours upon employment. Sick leave expires on January 9 each year.</p>	<p>Eligibility: Same as Annual Leave.</p>
<p>Long-Term Care Insurance</p>	<p>Commonwealth of Virginia voluntary direct-bill program through Genworth:</p> <ul style="list-style-type: none"> ○ Streamlined underwriting for new employees aged 65 and under within first 60 days of eligible employment ○ Coverage for spouses, parents, and other qualifying relatives under age 75 is available subject to medical approval. ○ Apply at www.genworth.com/cov using VA Commonwealth University Academic as employer. 	<p>Same as VCU</p>