

The information provided below is a summary of benefits for faculty employed by both the University and MCV Associated Physicians. Additional information on these and other benefits is provided during Orientation.

Benefit Type	VCU Faculty	MCV Physicians/VCU Health System
Health	<ul style="list-style-type: none"> • Eligibility: Employee, spouse, and dependent 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, 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 One 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 (Cigna) ○ Three tier prescription drug ○ Vision Benefits ○ 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 contribute \$10 minimum to account per pay period • Benefit: maximum contribution is \$2,750 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 \$2,750 per plan year (per plan) <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 apply \$10 minimum to account per pay period • 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: Maximum contribution based on current IRS limits is offset by VCU contribution</p>
Retirement	<p>Optional Retirement Plan (ORP) or Virginia Retirement System (VRS)</p> <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>MCV Physicians 401(a) Retirement Plan</p> <ul style="list-style-type: none"> • Enroll: Within 60 days by completing election forms or default to Fidelity Investments Age Appropriate Target Date Fund • Benefits: <ul style="list-style-type: none"> ○ 2 year vesting ○ Select Fidelity or TIAA as provider ○ Defined contribution as a percentage of gross compensation ○ MCVP contributes

Supplemental Retirement	Tax Deferred Annuity 403b (TDA)	
	<ul style="list-style-type: none"> • Enroll: complete Salary Reduction Agreement and investment company application. • Benefits: <ul style="list-style-type: none"> ○ Optional pre-tax contribution into retirement plan. Post-tax Roth contributions also permitted. ○ Cash match if eligible* and contribute at least \$10 (50% up to maximum 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 netbenefits.com/mcv • Benefits: <ul style="list-style-type: none"> ○ Optional pre-tax contribution into retirement plan. Post-tax Roth contributions also permitted. ○ Choice of two investment companies and a wide variety of investment funds. <p>Note: Maximum contribution based on current IRS limits is offset by VCU contribution</p>
	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 or Roth contribution ○ Cash match if eligible* and contribute at least \$10 (50% up to maximum 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 netbenefits.com/mcv • Benefits: <ul style="list-style-type: none"> ○ Optional pre-tax contribution into retirement plan. Post-tax Roth contributions also permitted. ○ Choice of two investment companies and a wide variety of investment funds. <p>Note: Maximum contribution based on current IRS limits is offset by VCU contribution</p>	
Disability	VCU options are dependent upon which retirement plan you choose, and which leave plan you choose if you enroll in the VRS.	
	<p style="text-align: center;">VCU Optional Retirement Plan (ORP) – Long Term Disability only</p> <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 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, less the sum of benefits from other sources 	<p style="text-align: center;">VCUHS Long Term Disability</p> <ul style="list-style-type: none"> • Enroll: Automatic • Waiting period: after 90 days of disability • Coverage: Group Long Term disability is 60% of total monthly salary up to \$15,000, offset by benefits received from VCU and/or VA, while unable to practice own specialty of medicine to age 65.

Disability (continued)	<p style="text-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 Note: Length of service determines the amount of leave accruals and disability income replacement amounts. • Coverage: Replaces up to 60% of your monthly base salary <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 style="text-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: There is a 90-day waiting period after disability begins; the plan replaces 60% of monthly salary up to \$5,000 each month, less the sum of benefits from other sources. 	<p style="text-align: center;">N/A</p>
Life Insurance	<ul style="list-style-type: none"> • Enrollment: Automatic, no cost (no medical exam) • Eligibility: Full-time faculty • 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, two, three or four times 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>