



Summary of Employee Benefits

Benefits

At Johnson & Wales University, we understand that the choices you make when selecting your benefits are important to you, so we devote many of our resources toward developing a competitive, comprehensive package. JWU's full-time employee benefits package includes insurance, paid time off, 401(k) and more! *

Health Insurance

Offered under a university group plan to employees and their eligible family members, JWU employees can choose between three health insurance plan options. JWU's health insurance plans fully or partially cover office visits, medical/surgical care, hospitalization and prescription drugs. Employees and JWU together share the cost of the health insurance plan.

Dental Insurance

Offered under the university group dental insurance plan to employees and their eligible family members, JWU employees can choose between two dental insurance options. Employees and JWU together share the cost of the dental insurance plan.

Health Care Flexible Spending Account (HCFSA)

An HCFSA provides a tax-savings option for employees and their eligible family members' qualified medical expenses during the calendar year.

Dependent Care Flexible Spending Account (DCFSA)

A DCFSA provides a tax-savings option for those who incur qualified dependent care expenses.

Health Savings Account (HSA)

An HSA is an employee's personal account in which to save funds on a pre-tax basis for qualified medical expenses.

401(k) Retirement Plan

This defined contribution retirement plan allows eligible employees to save for retirement on a pre-tax and/or Roth after-tax basis. JWU contributes up to 10% of an employee's pay; 6% fixed employer contribution plus a 4% matching contribution.

Life Insurance

JWU's group term life insurance plan is fully funded by the university. The amount of insurance is calculated based on the employee's pay and is the equal to two times an employee's annual earned compensation or two times base compensation, whichever is greater, subject to a \$40,000 minimum and a \$500,000 maximum.

Long-Term Disability Insurance

Employees are provided with group Long-Term Disability Insurance (LTD), which is fully funded by the university. The insurance plan provides employees with loss of income protections if they become disabled. The amount paid is based on the employee's monthly earnings prior to the disability and provides up to 60% income replacement with a maximum benefit of \$6,000 monthly.

Short-Term Disability Insurance

Employees working in states without a state-run disability program have the option to enroll in an employee-paid, individual short-term disability program. JWU's plan provides loss of income protection if an employee becomes disabled. The benefit varies based on the employee's individual choice in the plan.

Educational Assistance Programs

JWU provides a range of programs to encourage employees to enhance their existing skills and/or education. As an added benefit, several programs may provide educational benefits to the employee's spouse and eligible children.

JWU's educational assistance programs include

- 100% tuition waiver for enrollment in JWU undergraduate non-online academic programs (available to employees and eligible family members).
- 90% tuition waiver for enrollment in JWU undergraduate online academic programs (available to employees only).
- 90% tuition waiver for enrollment in JWU graduate academic programs (available to employees only).
- Tuition Exchange Scholarship program, which provides tuition scholarship at participating colleges and universities (available to eligible children).
- Doctoral Degree Financial Support, which provides partial tuition reimbursement (available to faculty only).

Faculty/Staff Development Funding

Funds to further support faculty and staff professional development.

Employee Assistance Program

This program provides the opportunity to obtain a referral and access professional and confidential counseling services for help in dealing with issues that may be causing difficulties at home or at work. It also provides referrals for childcare, eldercare and financial and legal services.

Paid Time Off

Vacation

JWU employees are granted vacation based on their continuous full-time years of service:

- 0-2 years: 10 days (*prorated in the first year of employment*)
- 3-9 years: 15 days
- 10+ years: 20 days

Holidays

JWU designates and observes a certain number of days as paid holidays each year, including holiday break at the end of December.

Sick/Personal Time

This covers absences from work for reasons including sickness, injury or other unavoidable personal situations. The number of days is determined based on employment status.

"Summer Friday" Work Schedule

JWU may offer full or half days off during the summer to employees who work year-round, typically beginning in late May and ending in early August.

Parking

JWU provides parking for employees at no cost.

Fitness Center Access

JWU employees have access to all university fitness centers.

Library Access

JWU employees have access to the university library.