

|  | Full-Time (Faculty & Staff) including post-doc         | Part-Time Faculty- at least 50% appt but less than 100% Part-time Professional Staff- work between 20 to 39 hours per week | Adjunct   | Temporary, Casual, Per-Diem, Part-Time less than 20 hrs   | Co-op   | Student, Leased Employees | Long-Term Disability (LTD) recipient                         |
|--|--|--|---|---|---|---------------------------|--|
| <a href="#">Medical/RX, Dental, Vision: 1st of the month following date of hire, or if date of hire is on the 1st, then effective immediately</a>  | ✓  | ✓  | Only when Affordable Care Act (ACA) eligible  | Only when Affordable Care Act (ACA) eligible  | Only when Affordable Care Act (ACA) eligible  |                           | ✓  |
| <a href="#">Medical Waiver Credit: Up to \$800/year</a>  | ✓  |  |   |   |   |                           |  |
| <a href="#">Retirement 403(b)</a>  | ✓  | ✓  | <b>Employee contributions</b> immediately eligible;<br><b>Employer contributions</b> Eligible after 1,000 hours per calendar year (CY) and active as of 12/31 | <b>Employee contributions</b> immediately eligible;<br><b>Employer contributions</b> Eligible after 1,000 hours per CY and active as of 12/31 | <b>Employee contributions</b> immediately eligible:<br><b>Employer contributions</b> eligible after 1,000 hours per CY and active as of 12/31 |                           | Only Employer Contributions if elected/eligible prior to LTD |
| <a href="#">Retirement 457(b) (for eligible employees who make over \$150k) Employee Contribution Only</a>   | ✓  | ✓  |   |   |   |                           |  |
| <a href="#">Flexible Spending Accounts -- Options: 1) Healthcare, 2) Limited Purpose (only with Health Savings Account) and 3) Dependent Care</a>  | ✓  | ✓  |   |   |   |                           | Only through COBRA   |
| <a href="#">Health Savings Accounts (Only if enrolled in Consumer Directed Health Plan)</a>  | ✓  | ✓  |   |   |   |                           |  |
| <a href="#">Voluntary Short Term Disability</a>  | ✓  | ✓  |   |   |   |                           |  |
| <a href="#">Long Term Disability</a>   | ✓  |  |   |   |   |                           |  |
| <a href="#">Basic Life and AD&amp;D</a>  | ✓  |  |   |   |   |                           |  |
| <a href="#">Supplemental Life and AD&amp;D (Employee, Spouse and/or Child)</a>   | ✓  | ✓  |   |   |   |                           | Only through Port/Convert                                    |
| <a href="#">Tuition Benefits: Employee (New hire employees 90 days from date of hire)</a>  | ✓  |  |   |   |   |                           |  |
| <a href="#">Tuition Benefits: Dependent see policy</a>   | ✓  |  |   |   |   |                           |  |
| <a href="#">Tuition Exchange (dependents only)</a>   | ✓  |  |   |   |   |                           |  |
| <a href="#">Vacation Time (FT-Mnthly- 20 days per yr, FT- biwkly- 0-5 years of service - 15 days per yr, over 5 yrs of service - 20 days per yr, PT-pro-rated based on hrs per week)</a> | Staff only ; Faculty must consult with Faculty Affairs | Staff only ; Faculty must consult with Faculty Affairs   |   |   |   |                           |  |

|  |  |  |                  |  |  |  |                            |
|--|--|--|------------------|--|--|--|----------------------------|
| <u>Sick Time</u><br>FT- mnthly-1 day pr month- 12 days per yr. FT- biwkly 3.70 hrs per biwkly- 12 per yr- PT- prorated based on hrs per week<br>Faculty consult with Faculty Affairs | Staff only ; Faculty must consult with Faculty Affairs | Staff only ; Faculty must consult with Faculty Affairs |                  |  |  |  |                            |
| <u>Family and Non Family Medical, and Personal Leave of Absence (PLOA for staff only)</u>  | ✓  | ✓  |                  |  |  |  |                            |
| <u>Flexible Scheduling and Remote Work</u><br>(for some staff only; faculty consult with Faculty Affairs)  | ✓  | ✓  |                  |  |  |  |                            |
| <u>Commuter Benefits</u>   | ✓  | ✓  |                  |  |  |  |                            |
| <u>SEPTA Key Advantage Program</u>   | ✓  | ✓  |                  |  |  |  |                            |
| <u>Progyny: Fertility</u><br>(Must be enrolled in medical plan)  | ✓  | ✓  | Only through ACA |  |  |  | ✓                          |
| <u>Progyny: Adoption</u><br>(The employee does not need to be enrolled in medical benefits)  | ✓  | ✓  |                  |  |  |  |                            |
| <u>Employee Assistance Program (SupportLinc)</u>   | ✓  | ✓  | ✓                |  |  |  | ✓                          |
| <u>Health Advocate</u>   | ✓  | ✓  |                  |  |  |  |                            |
| <u>Wellness Incentive Program (employee and/or spouse/domestic partner)</u>  | ✓  | ✓  |                  |  |  |  |                            |
| <u>Civic Engagement Leave</u><br>(excludes faculty)  | ✓  | ✓  |                  |  |  |  |                            |
| <u>Dragon Perks (voluntary benefits and discounts)</u>   | ✓  | ✓  |                  |  |  |  | Specific plans direct bill |
| <u>Home Purchase Assistance Program</u>  | ✓  | ✓  |                  |  |  |  |                            |
| <u>Business Travel Accident</u>  | ✓  | ✓  |                  |  |  |  |                            |
| <u>Drexel Retiree Benefits</u>   | ✓  |  |                  |  |  |  |                            |