







## PART-TIME (0.5-0.74 FTE) BENEFIT OVERVIEW

JULY 1, 2025 – JUNE 30, 2026

MEDICAL, PRESCRIPTION AND MENTAL HEALTH	
	<b>COMBINED ANNUAL DEDUCTIBLE:</b> Individual: \$1,250 Per Family: \$2,500 Prescription: None
	<b>COMBINED ANNUAL OUT-OF-POCKET MAXIMUM:</b> Individual: \$4,000 Family: \$8,000
	<b>MEDICAL PLAN OPTIONS WITH NETWORK:</b> University of Utah Health Plans Healthy Premier Regence BlueCross BlueShield Preferred ValueCare Employee Assistance Program (EAP) available 24/7 to all employees
DENTAL	
	<b>ANNUAL DEDUCTIBLE:</b> None
	<b>COVERAGE:</b> Basic Coverage and Prosthodontics: \$2,000 per individual Orthodontics: \$2,500 lifetime per individual 100% preventative coverage 80% co-insurance for basic coverage 50% co-insurance for Prosthodontics and Orthodontics
	<b>DENTAL PLAN WITH NETWORK:</b> Regence BlueCross BlueShield Expressions Dental ValueCare
VISION HARDWARE REIMBURSEMENT	
	<b>ANNUAL DEDUCTIBLE:</b> None
	<b>COVERAGE AT MORAN CENTERS:</b> Plans pay up to \$175 for frames Plans pay up to \$220 for lenses and contacts
	<b>PLAN OPTIONS:</b> Moran Premier – Moran Centers only Moran Plus – Moran Centers and other provider options available
	<b>ADMINISTERED BY:</b> Samera Health
FLEXIBLE SPENDING ACCOUNTS	
	<b>HEALTH CARE FSA:</b> \$120 minimum - \$3,300 maximum plan year election Offers \$660 rollover provision
	<b>DEPENDENT CARE FSA:</b> \$120 minimum - \$5,000 maximum Rollover not applicable

	<b>ADMINISTERED BY:</b> ASI Flex
<b>LIFE INSURANCE</b>	
	<p><b>EMPLOYER-PAID BASIC LIFE INSURANCE:</b>  Employer-paid coverage for \$25,000</p> <p><b>EMPLOYEE SUPPLEMENTAL LIFE INSURANCE:</b>  You may elect additional coverage for yourself, in an amount from \$20,000-\$500,000 (or five times your annual salary up to \$1,000,000)  Evidence of Insurability may be required</p> <p><b>SPOUSE/DOMESTIC PARTNER SUPPLEMENTAL LIFE INSURANCE:</b>  You may elect additional coverage for your spouse/domestic partner in an amount from \$20,000- \$250,000  Evidence of Insurability may be required</p> <p><b>CHILD(REN) SUPPLEMENTAL LIFE INSURANCE:</b>  You may elect additional coverage for unmarried, dependent children under the age of 26 in the amount of \$5,000 or \$10,000</p> <p><b>ACCIDENTAL DEATH &amp; DISMEMBERMENT INSURANCE:</b>  You may elect additional coverage for your family and/or you in an amount from \$10,000- \$500,000</p> <p><b>ADMINISTERED BY:</b>  UNUM</p>
<b>RETIREMENT BENEFITS</b>	
	<p><b>DEFINED CONTRIBUTION 401(A) EMPLOYER-PAID PLAN:</b>  Eligible employees are automatically enrolled in an Employer-paid retirement plan  UUHC contributes an amount equal to <b>6%</b> of your gross salary each pay period  Employees are 20% vested after 1 year, and an additional 20% after each subsequent year, up to 5 years totaling 100% vested</p> <p><b>MATCH CONTRIBUTION ON 403(B):</b>  Employer-match <b>up to 4%</b> of gross salary for those eligible employees enrolled in a 403(b) Retirement Plan  The same vesting schedule applies to the matched contributions</p> <p><b>OPTIONAL 403(B) &amp; 457(B) SUPPLEMENTAL RETIREMENT PLANS:</b>  You may defer money to either or both plans on a pre-tax and/or after-tax basis  Minimum contribution 1% per pay period  Maximum contribution \$23,500 annually</p> <p><b>URS:</b>  If you have previous service with URS, please contact Benefits immediately at 801-581-6500</p> <p><b>INVESTMENT COMPANIES:</b>  Fidelity  TIAA</p> <p><b>ADMINISTERED BY:</b>  Fidelity through NetBenefits</p>

## TIME AWAY FROM WORK



### PAID TIME OFF:

PTO accrues once per month on the 16<sup>th</sup>

PTO accrues up to a maximum bank of 520 hours for staff, 600 for managers

Accruals are calculated based on your FTE and years of service

Two cash-out options available to those that are eligible

### HOLIDAY:

11 paid holidays per year pro-rated based on your FTE

### JURY DUTY:

Leave for jury duty is available to employees (pro-rated to your FTE) who are required to be absent from work because of an official requirement to appear for jury service

## DISABILITY INSURANCE



### SHORT TERM DISABILITY:

Employer-Paid Short-Term Disability at 50% income replacement

Eligible employees are auto-enrolled in a 10% STD employee-paid buy-up option

21-day waiting period

### LONG TERM DISABILITY:

Employer-paid Long-Term Disability at 60% income replacement

90-day waiting period

### ADMINISTERED BY:

UNUM

## FAMILY BENEFITS



### PAID PARENTAL LEAVE:

6 week Paid Parental Leave (you must qualify at the time of leave)

### BRIGHT HORIZONS CHILD CARE:

Offers back-up child, adult/elder, pet and family care

## MORE BENEFITS



### FARMERS AND LIBERTY MUTUAL HOME AND AUTO:

Sleep better at night knowing your most valuable assets are protected should the worse happen. Our employees can sign up for auto and home insurance through Farmers Insurance or Liberty Mutual Insurance.

### METLIFE LEGAL PLAN:

Our employees have access to heavily discounted specialized legal counsel for matters big and small.

### NORTON LIFELOCK IDENTITY THEFT:

We want to make sure our employees' identity stays safe and protected. We offer employees the opportunity to sign up for Norton LifeLock Theft services.

### NATIONWIDE PET INSURANCE:

Pets are important to many of our employees. We offer pet insurance that helps support your pet's health and well-being.

### CRITICAL ILLNESS INSURANCE:

Provides a lump sum payout to help offset financial burdens when employees or covered family members are diagnosed with a covered illness.

	<p><b>ACCIDENT INSURANCE:</b></p> <p>Provides a lump sum benefit to help employees cover out-of-pocket expenses and extra bills after an accidental injury, from minor to catastrophic.</p> <p><b>HOSPITAL INSURANCE:</b></p> <p>Offers financial protection by paying benefits for hospitalization and certain accident or sickness treatments, helping employees cover out-of-pocket expenses and extra bills.</p>
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