

OAKLAND UNIVERSITY
CONFIDENTIAL ASSISTANTS
BENEFIT SUMMARY

This Confidential Assistant Employees Benefit Summary (“Summary”) describes the benefits provided by Oakland University to all Confidential Assistant group employees (“Benefits”). Benefits are subject to all terms and conditions of preconditions, and the circumstances under which each respective Benefit is provided and terminates, and an Confidential Assistant group employee’s (“Confidential Assistant[s]”) participation in each respective Benefit is contingent upon the Confidential Assistant’s satisfaction of any and all such terms and conditions. Taxation of benefits as income will be consistent with applicable Internal Revenue Code sections, and the regulations promulgated thereunder (“IRC”).

Confidential Assistants may rely upon this Summary; provided however, the University may prospectively enhance, change or terminate any Benefit identified in this Summary (collectively “modify” or “modification”), for all Confidential Assistants from time-to-time in the University’s sole and absolute discretion. If the University intends to prospectively modify a Benefit, the University will provide each Confidential Assistant with reasonable prior written notice sufficient for the Confidential Assistant to appropriately manage any such modification. Benefits that vested before a prospective modification will remain in full force and effect as vested and will not be modified for the vested Confidential Assistant.

If a Confidential Assistant’s individual employment agreement with the University (“Employment Agreement”) contains benefits in addition to those Benefits contained in this Summary, then the respective Employment Agreement shall control as to those additional benefits. If this Summary contains Benefits in addition to those contained in a respective Employment Agreement, then this Summary shall control as to those additional Benefits. If there are conflicts, discrepancies or inconsistencies between or among the same benefits/Benefits contained in both a respective Employment Agreement and this Summary, then this Summary shall control.

This document is intended to provide an overview summary of benefits for Confidential Assistant employees at Oakland University. Health care directories are available in the Benefit and Compensation Services Office in 401 Wilson Hall. Contact the Benefit and Compensation Services Office at (248) 370-4207 for more information.

Medical

Confidential Assistants who are scheduled to work a minimum of twenty (20) hours per week may choose one of the following three hospital-medical plans: (1) BCBSM Community Blue PPO; (2) Blue Care Network Healthy Blue Living HMO; or, (3) PriorityWell Choice Benefits HMO. Confidential Assistants may enroll in a group hospital-medical plan within thirty (30) calendar days of the Confidential Assistant’s date of hire, or during an open enrollment period. Hospital-

medical plan coverage is effective on the 1st of the month following thirty (30) calendar days after the Confidential Assistant's date of hire. Medical benefits do not vest and can be changed by the Confidential Assistant during any open enrollment period or life changing event, or prospectively by the University.

Regular full-time Confidential Assistants will receive one thousand dollars (\$1,000) in lieu of their enrollment paid in monthly installments. Eligible, regular part-time Confidential Assistants hired before 01/01/2023 are eligible for a pro-rated amount in lieu of their enrollment paid in monthly installments. Part-time Confidential Assistants hired on or after January 1, 2023 are not eligible for payment in lieu of their enrollment.

Cost: The University currently pays an amount equal to 90% of the premium for the lowest cost HMO for the full-time Confidential Assistant and their covered dependents ("University Contribution Amount"), for each of the three hospital-medical plans.

The University currently pays an amount equal to 90% of the premium for the lowest cost HMO for the part-time Confidential Assistant hired prior to 01/01/2023 and their covered dependents ("University Contribution Amount"), for each of the three hospital-medical plans.

The University currently pays an amount equal to 65% of the premium for the lowest cost HMO for the part-time Confidential Assistant hired on or after 01/01/2023. The Confidential Assistant must pay the amount in excess of the University Contribution Amount.

Dental

Dental benefits are provided through the Delta Dental group dental plan that covers Confidential Assistants who are scheduled to work a minimum of twenty (20) hours per week for their covered dependents for preventive, basic, major and orthodontic dental services. The annual benefit is \$1,000 per covered person and the orthodontic benefit is \$1,500 lifetime per covered person. Confidential Assistants may enroll in the Delta Dental plan within thirty (30) calendar days after the Confidential Assistants date of hire or during an open enrollment period. Dental plan coverage is effective on the 1st of the month following thirty (30) calendar days after the Confidential Assistant's date of hire. Dental benefits do not vest and can be changed by the Confidential Assistant during any open enrollment period or life changing event, or prospectively by the University.

Cost: There is no cost to the full-time Confidential Assistant. There is no cost to the part-time Confidential Assistant hired before 01/01/2023. The University currently pays an amount equal to 65% of the premium for Dental benefits for the part-time Confidential Assistant hired on or after 01/01/2023. The Confidential Assistant must pay the amount in excess of the University Contribution Amount.

Vision

Confidential Assistants who are scheduled to work a minimum of twenty (20) hours per week may choose one of the following two vision plans: (1) Davis Vision; or, (2) Blue Cross/Blue Shield (VSP) Vision. Vision benefits cover the Confidential Assistant and their covered dependents for an eye examination, with lenses and frames if needed. Confidential Assistants may enroll in a

vision plan within thirty (30) calendar days after the Confidential Assistant's date of hire or during an open enrollment period. Vision plan coverage is effective on the 1st of the month following thirty (30) calendar days after the Confidential Assistant's date of hire. Vision benefits do not vest and can be changed by the Confidential Assistant during any open enrollment period or life changing event, or prospectively by the University.

Cost: There is no cost to the full-time Confidential Assistant. There is no cost to the part-time Confidential Assistant hired before 01/01/2023. The University currently pays an amount equal to 65% of the premium for Vision benefits for the part-time Confidential Assistant hired on or after 01/01/2023. The Confidential Assistant must pay the amount in excess of the University Contribution Amount.

Term Life Insurance

The base term life insurance benefit is provided to Confidential Assistants who are scheduled to work a minimum of twenty (20) hours per week the amount equal to one (1) time the Confidential Assistant's annual base salary up to \$250,000, subject to age reductions starting at age sixty-five (65). Confidential Assistants may also elect additional, optional, term life insurance through the University. Life insurance is effective on the 1st of the month following thirty (30) calendar days after the Confidential Assistants date of hire. The Confidential Assistant's Life Insurance vests and benefits are payable upon death of the Confidential Assistant.

Cost: Base term life insurance is provided at no cost to the Confidential Assistant. The Confidential Assistant must pay the premium for the additional, optional, life insurance.

Accidental Death and Dismemberment Insurance

Confidential Assistants who are scheduled to work a minimum of twenty (20) hours per week must apply for AD&D insurance within thirty (30) calendar days following the Confidential Assistant's date of hire or during an open enrollment period. AD&D insurance is effective on the 1st of the month following thirty (30) calendar days after the Confidential Assistant's date of hire. AD&D benefits vest and are payable upon accidental death or dismemberment.

Cost: At Confidential Assistant's cost; Confidential Assistant pays all premiums.

Holidays

The following holidays are observed: New Year's Day; Martin Luther King Jr. Day; Memorial Day; Independence Day; Labor Day; Thanksgiving Day; the day after Thanksgiving Day; Christmas Eve Day; Christmas Day; New Year's Eve Day; and the "recess" days between Christmas Day and New Year's Eve Day. Paid Holidays do not vest.

Leave Accruals

For the first (6) six months of employment, a full-time Confidential Assistant employee accrues vacation leave at a rate of 12.00 hours per month. Thereafter, the full-time employee accrues vacation leave at the rate of 16.67 hours per month. Sick time for full-time employees accrue at a rate of 10.67 hours per month.

Short-Term Disability

A short-term disability plan is provided for all full-time Confidential Assistants. Short Term Disability insurance (STD) is effective the 1st of the month following thirty (30) days of employment.

Cost: No cost to the Confidential Assistant.

Long-Term Disability

A long-term disability plan is provided for all Confidential Assistants who are scheduled to work a minimum of thirty (30) hours per week. Long Term Disability insurance (LTD) is effective the 1st of the month following thirty (30) days of employment. After six (6) months of total disability the plan provides a monthly benefit of 60% of your base monthly earnings or up to a maximum monthly benefit of \$10,000. While you are receiving disability benefits, reduced university contributions will be made to your existing Employer Sponsored Retirement Plan for you. However, you must have been a participant in the plan at the start of disability. Premiums for this coverage will be paid by the University.

Cost: No cost to the Confidential Assistant.

Tuition

All regular employees who are regularly scheduled to work a minimum of twenty (20) hours per week and who have satisfactorily completed twelve (12) months of employment may participate in this program.

The spouse or Other Qualified Adult (OQAA) of any Confidential Assistant, and/or dependent child of the employee or OQA who is 23 or under on December 31st of the calendar year and a full-time student, if admitted to the University through its normal procedures, may enroll in any credit course, subject to Registrar's requirements. 50% of tuition shall be charged. The Internal Revenue Code and regulations promulgated thereunder will define dependency. Students must be admitted to the University through the University's normal processes and must be in a degree or certificate granting program or at the University as a guest student. Tuition benefits do not apply to OUWB School of Medicine, Executive MBA, and CRNA programs. Contact Human Resources at 248-370-4579. Tuition benefits do not vest.

Retirement

Oakland University provides all Confidential Assistants the option of participating in the Multiple Option Retirement Program. If Confidential Assistants fail to enroll when first eligible, they may enroll at any time thereafter, but participation cannot be made retroactive. The University contributes fourteen (14%) percent of the participating Confidential Assistant's base salary on a monthly basis up to the applicable Internal Revenue Code highly compensated employee limit.

For any Confidential Assistant newly hired to the University on or after January 1st, 2022, the University shall contribute eleven percent (11%) of each participating employee's salary on a monthly basis. This contribution will begin the first full pay period after the completion of one (1) year of service.

The University also provides Confidential Assistants the option to invest in supplemental tax-deferred retirement vehicles. Confidential Assistants may participate as of their date of hire. Confidential Assistants may enroll at any time based on the foregoing schedule, but contributions cannot be made retroactively. Retirement contributions vest immediately when the contribution is deposited.

Cost: No cost to, and no match required by, the Confidential Assistant. Participation in an optional supplemental tax-deferred retirement vehicle is at the Confidential Assistant's cost.

Retiree Health Care

Early Retirement: A retiree with twenty-five (25) years of full-time service who has not attained age sixty-two (62) may elect to continue group hospital-medical coverage at her/his expense by making advance arrangements with the Benefit and Compensation Services Office. Upon attainment of age sixty-two (62), and until age sixty-five (65), and only if the retiree has maintained OU group hospital-medical coverage, the retiree would become eligible for premium payments to be paid by the University, as long as funding is available.

Medicare Complementary Coverage Upon age sixty-five (65): Confidential Assistants hired prior to July 1, 2006 and who meet the retirement eligibility requirements will receive a partial contribution from the university toward the cost of Medicare complementary coverage.

Upon age sixty-five (65), Confidential Assistants hired on or after July 1, 2006 and who meet the retirement eligibility requirements may elect to continue "access only" group hospital-medical coverage at her/his expense by making advance arrangements with the Benefit and Compensation Services Office.

Benefits Proscribed by Law

Confidential Assistants are entitled to all benefits required by law, such as leaves under the Family Medical Leave Act, jury duty and military training, and unemployment and workers' compensation, on the same basis as those legally proscribed benefits are administered by the University. Benefits proscribed by law vest as required by the applicable law.

Cost: No cost to the Confidential Assistants.

Administrative Benefits

Those benefits such as moving and travel expenses pursuant to the University's Administrative Policies and Procedures on the same basis as those administratively proscribed benefits are administered by the University. Administrative benefits vest as required by the applicable administrative policy.

Cost: No cost to the Confidential Assistants unless otherwise proscribed by the applicable Administrative Policy and Procedure.

Other Services

Those services made available by the University from time-to-time such as use of the bookstore, payroll deduction (pre-paid legal, identity theft protection, auto/home insurance, long term

care, etc.), credit union services, golf course, internet access, library privileges, parking, use of Recreation and Athletics Center. Some of these services may require an employee-paid fee. Other services do not vest.

Cost: No cost to the Confidential Assistants unless otherwise proscribed by the University.

Revised: January 1, 2023