RESEARCH FELLOW BENEFITS SUMMARY

Scheduled to work 20 - 40 hours per week (0.5 - 1.0 FTE)

Effective July 1, 2011

Cincinnati Children's Human Resources

Group Health, Dental, and Vision Plans
See online plan summaries and rates
cincinnatichildrens.org/careers/working/benefits

Health and Wellness Services
No cost health coaching and health risk appraisals available

Insurance premium discounts for participating in health and wellness challenges

Pre-Tax Spending Accounts
Health Savings Account (HSA), Healthcare FSA and Dependent Care FSA are available

Group Life Insurance
Benefit is two times annual salary up to a maximum of $300,000

Group Long Term Disability
Benefit is 60% of monthly pre-disability earnings to a maximum monthly benefit of $15,000

Paid Time Off (PTO)
Accrue 23 days (15 vacation + 8 holidays) per year prorated by FTE status (i.e., 23 days x 8 hours x FTE status)

Paid Time off Due to Illness
100% salary continuation up to 6 months for personal illness or injury with administration approval

Retirement Plan
Defined Benefit pension plan in which you earn an amount equal to 15% of your pay each calendar year in which you are paid for 1,000 or more hours of service

100% vested after 3 calendar years with 1,000 hours or more of service

Voluntary Retirement Savings
Payroll deducted pre-tax 403(b) Tax Sheltered Annuity accounts through the following authorized providers: Horan Associates, Inc. and TIAA-CREF

Maximum annual regular contribution of $17,000 for 2012

Tuition Assistance
Reimbursement up to $5,250 per year for undergraduate courses and up to $7,500 for graduate courses

Employee Assistance Program
Provides concierge and wellness services in addition to confidential assessment, counseling, and referrals at no cost to the employee

Optional Insurances
Supplemental Life, Supplemental Long Term Disability with COBRA Rider, Disability Income Replacement, Long Term Care, Critical Illness, Legal Services, and Home and Auto are available with payroll deductions

Other Benefits Include:

- Section 529 College Savings Program
- Adoption Assistance
- Identity Theft and Privacy Protection