





Benefits At a Glance

Rates *effective 1/1/2017*



Our employees are our most valuable asset. That's why at **Finlandia University** we are committed to a comprehensive benefit program that helps our employees stay healthy, feel secure and maintain a positive work-life balance.

Below is a snapshot that provides you with the employee cost per pay period for each benefit we offer.

Type of Benefit	Coverage	Per Pay Period		
Health Insurance W/\$5,000 Life Insurance policy 		ABC 1	Choices	Choices 10%
	Employee	\$ 86	\$ 96	\$ 89
	2 Person	\$194	\$216	\$200
	Family	\$242	\$269	\$248
Dental Insurance	Employee	\$11.38		
	Family	\$44.50		
Vision Insurance 	Employee	\$ 4.23		
	Employee + Spouse	\$ 7.12		
	Employee + Children	\$ 7.28		
	Family	\$11.73		

Benefits Snapshot



Group Term Life Insurance	\$15,000	Employer Paid
Accidental Death and Dismemberment	\$15,000	Employer Paid

Long-term Disability	60% of earnings Benefits Begin on the 90 th day – to Age 65 SSNRA Max monthly benefit of \$6,500	Employer Paid
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Voluntary Life Insurance for Employee and Spouse	\$10,000 increments – Employee \$5,000 increments – Spouse	Employee Paid
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403(b) Retirement Plan Empower/ Great West	<p>Employer contributes 4% of the employee annual wages</p> <p>Employer contributions will be made to employee accounts on a regular payroll bi-weekly basis.</p> <p>2016 annual employer contributions of 8% of wages will be made to employee accounts. (starting 9/1/16 and will be paid in full no later than 3/31/2017)</p>	<p>New employees are eligible on their first day of hire.</p> <p>The Plan default contribution is 3% unless modified. No match required – the Employee does not need to contribute to Plan to receive Employer contribution. Employee voluntary contributions made through payroll deduction are remitted biweekly. Additional provisions, exclusions, and limitations may apply.</p> <p>Plan Year begins September 1</p>
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Benefits Snapshot



The information in this Benefits At-A-Glance is presented for illustrative purposes only. The information contained in this Summary was taken from various summary plan descriptions and benefit information. While every effort was taken to accurately report your benefits, discrepancies or errors are always possible. In case of discrepancy between the Benefits At-A-Glance and the actual plan documents, the actual plan documents will prevail. All information is confidential, pursuant to the Health Insurance Portability and Accountability Act of 1996. If you have any questions about this summary, please contact Karin Van Dyke, VP for University Relations.