

2022 OUC BENEFITS SUMMARY

HEALTH & WELLNESS

MEDICAL INSURANCE: OUC offers two Aetna medical plans with different benefit levels based on individual and family needs. Coverage begins on your first day of employment.

- Core Plan: \$1,000 Deductible
- Health Reimbursement (HRA) Plan: \$3,000 Deductible (includes HRA funded by OUC - prorated based on hire date.)

DENTAL INSURANCE: Through Aetna, OUC's dental insurance plan covers preventive services at 100%, basic services at 90% and major services at 60% for in-network providers.

COMPREHENSIVE PRESCRIPTION PROGRAM: Through Aetna, this program has a four-tier copay structure through network pharmacies, Aetna Home Delivery or Aetna Specialty Pharmacy.

PREVENTIVE CARE AND EYE EXAM COVERAGE: OUC provides 100% coverage with no copay for annual well visits and eye exams.

EYEWEAR FRAMES AND LENSES COVERAGE: Aetna Vision Preferred coverage helps employees save on contact lenses, eyeglass frames and lenses and LASIK procedures.

EMPLOYEE ASSISTANCE PROGRAM (EAP): This program provides confidential assistance to help solve personal or work-related issues through licensed professional counselors.

FLEXIBLE SPENDING ACCOUNT (FSA): OUC employees can contribute to a pre-tax FSA to help with payment for non-reimbursed health care or dependent care related expenses.

DEPENDENT ELIGIBILITY: OUC employees can elect medical, dental, prescription and vision coverage for eligible dependents including: legal spouse (opposite or same-sex) and dependent children below age 26.

RETIREMENT PROGRAMS

HYBRID RETIREMENT PROGRAM: This program provides OUC employees with income replacement beginning at retirement.

- Defined Contribution Plan (DC): 4% employee pre-tax contribution with OUC match (additional 2% match of voluntary contributions at 7 years of service)
- Cash Balance Plan (CB): Annual contribution of 5 to 12% fully funded by OUC
- Retiree Medical Subsidy: \$625 plus interest for each year of service – fully funded by OUC

DEFERRED COMPENSATION PLANS (457): Additional pre-tax retirement plans.

ADDITIONAL INSURANCE OPTIONS

LIFE INSURANCE: OUC provides this benefit in the amount of two times an employee's annual base earnings, up to \$700,000.

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ACCIDENTAL DEATH & DISMEMBERMENT INSURANCE: Full-time OUC employees are provided a \$100,000 minimum benefit coverage for accidents resulting in death.

VOLUNTARY TERM LIFE INSURANCE: OUC employees can purchase supplemental Term Life Insurance for themselves and eligible dependents.

VOLUNTARY SUPPLEMENTAL INSURANCE: Additional accident or illness insurance coverage is available.

ADDITIONAL BENEFITS

OBSERVED HOLIDAYS: OUC observes nine (9) paid holidays.

FLOATING HOLIDAYS: OUC provides three (3) floating holidays per calendar year. (Available after 90 days)

TIME OFF: OUC offers time off for jury duty, military leave and funeral/bereavement.

PAID VACATION:

YEARS OF SERVICE	VACATION DAYS	YEARS OF SERVICE	VACATION DAYS
6 months	5 Days	10 to 14 years	18 days
1 to 4 years	10 days	15 to 20 years	21 days
5 to 9 years	15 days	21 or more years	25 days

SICK LEAVE: Upon hire, full-time employees earn 40 hours of paid sick leave, an additional 40 hours on their first anniversary date, and 80 hours on each subsequent anniversary

EDUCATION ASSISTANCE PROGRAM: Financial assistance is available for educational programs at approved colleges, universities and vocational/technical/trade schools. (Available after one year)

SAFETY PRESCRIPTION EYEWEAR: OUC pays a portion of the cost for ANSI-rated safety eyewear for safety-sensitive job classifications.

SAFETY SHOES PROGRAM: OUC pays a portion of the cost for ANSI-rated safety shoes for safety-sensitive job classifications.

OUC FITNESS CENTERS: Free access to on-site fitness centers at all locations.

RECREATION FACILITIES: OUC owns and operates three (3) recreation facilities available to employees and their families.

VOLUNTEER PROGRAM: Employees are encouraged to volunteer and receive points within our service award platform to be exchanged for gifts or monetary charitable donations.

TRANSPORTATION DISCOUNTS: OUC provides a subsidy for Orlando's LYNX bus system or SunRail.

DISCOUNTS: A variety of businesses offer discounts to OUC employees.

HYBRID WORK ARRANGEMENT: A flexible work model is available, supporting a blend of in-office and remote work, subject to position type and related job functions.

SHORT-TERM DISABILITY: For off-the-job accident or illness, employees can receive 60% of base weekly earnings for a maximum of 52 weeks. (Available after 90 days)

LONG-TERM DISABILITY: For an off-the-job accident or illness, employees can receive 60% of base monthly earnings if the disability continues for 12 or more months. (Available after one year)