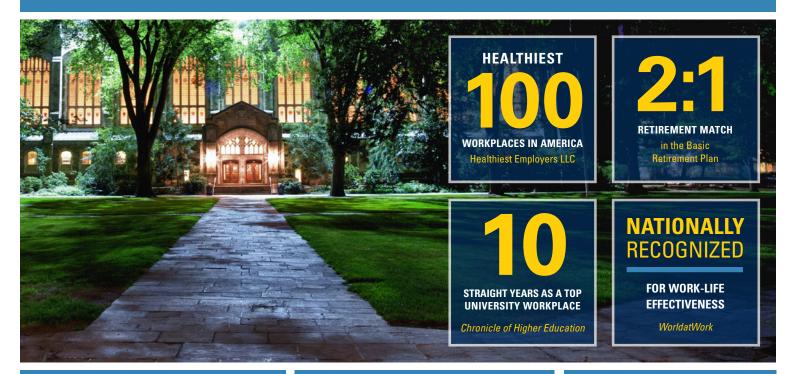
# **COMPREHENSIVE BENEFITS FOR FACULTY AND STAFF**



# **CARING FOR YOUR HEALTH & WELL-BEING**

#### **Health Plans**

Choice of health plan types with nationwide coverage and access to world-class medical care at the University of Michigan Health System. Cover a spouse or other qualified adult and children up to age 26. Includes prescription drug coverage.

# **Dental Plans**

Three plan options available for preventive care through major restorative services, including orthodontia.

# **Vision Plan**

Coverage for exams and eyeglasses/contact lenses.

#### **Flexible Spending Accounts**

Set aside pre-tax dollars for health care and dependent care expenses.

#### **Well-Being Programs**

Programs and resources offered by MHealthy to support your physical, mental and emotional well-being.

# **INVESTING IN A SECURE FUTURE**

#### **Retirement Plans**

Two-for-one university match of your pre-tax contributions to the Basic Retirement Plan after 12 months (up to a defined maximum). Save even more for retirement on a pre-tax or Roth after-tax basis with a 403(b) Supplemental Retirement Account and the 457(b) Deferred Compensation Plan. Invest with TIAA or Fidelity Investments, or both.

# Long-Term Disability Plan

Receive 65% of base salary, full retirement contribution and continuation of benefits if you become totally disabled.

# **Life Insurance**

Automatic \$30,000 coverage on date of hire. Additional coverage up to 8 times salary.

# **Legal Services Plan**

General legal services for you and your family, including will preparation.

# **PROMOTING BALANCE**

#### **Time Away From Work**

Generous paid time off for vacation, holidays and sick time, as well as paid maternity and parental leave.

# **Work-Life Programs**

Programs to strengthen a workplace culture that supports personal and family life, including child care, elder care, lactation resources and flexible work arrangements.

# **Children's Centers**

Three early childhood centers offer faculty and staff the highest quality early education and care for their children.



The University of Michigan in its sole discretion may modify, amend, or terminate benefits. Comprehensive eligibility and plan information is available at hr.umich.edu/benefits-wellness.