### Medical/Pharmacy

There are three plan options available through Cigna.

- Access to Cigna’s national network
- In-network preventive care covered at 100%
- Includes Cigna Telehealth Connection

- Use the MyCigna app to take your plan information on the go
- Eye exams covered by Cigna at no cost using in-network providers

### Health Savings Account (HSA)

Participants in the Cigna High Deductible plan are eligible to make pre-tax contributions to an HSA. The HSA is a personal savings account to pay out-of-pocket health care expenses with pre-tax dollars.

The 2019 IRS maximum contributions are:

- Employee only - $3,500
- All other tiers - $7,000
- HSA catch-up (age 55 or older) - $1,000

Wesleyan University will provide a dollar for dollar match up to $500 each plan year.

### Dental

Dental health is a critical component of your overall well-being. The dental plan covers a full range of services, including basic, preventive, major, and orthodontic services.

### Flexible Spending Account (FSA)

Wesleyan offers two FSA options – Medical Expense Reimbursement Account (MERA) and Dependent Care FSA. Both of these FSA options allow participants to set aside pre-tax dollars to pay for eligible expenses. Contributions are exempt from federal income and Social Security taxes.

**Two types of FSAs:**

- Medical Expense Reimbursement Account (MERA) - $2,700 contribution maximum
- Dependent Care FSA - $5,000 contribution maximum

FSAs are use it or lose it accounts – funds do NOT rollover to the next year.

### Vision

General eye care, including an annual vision exam, is an important aspect of overall wellness.

- Glasses, contacts and other supplies are covered under the Wesleyan plan through EyeMed Vision Care
- Annual eye exams are covered at 100% using an in-network provider with Cigna Vision

### Wellness Program

Wesleyan University is committed to the health and wellness of our employees.

- Campus fitness center
- Free fitness classes for faculty and staff
- Incentive Points Program
- Wellness Lunch & Learns
- Wellness Team Challenges
- Weight Watchers on campus
Disability Insurance
Wesleyan provides short-term disability (STD) and long-term disability (LTD) insurance through Unum. Disability insurance is designed to help meet financial needs when an employee becomes unable to work due to an illness, injury or maternity.

Tuition Benefits
Dependent Tuition
Dependent children are eligible for Wesleyan’s Undergraduate Tuition Scholarship when applicable criteria is met. The benefit is a scholarship equivalent to 50% of Wesleyan’s tuition charge. Certain exclusions may apply.

Employee Tuition
The Wesleyan educational assistance benefit covers employees who are pursuing an undergraduate or graduate degree program. Administrative staff members whose FTE is at least .75 are eligible to be reimbursed for up to $1,500 per year for successful completion of up to two courses per semester at other accredited colleges and universities.

Basic Life Insurance
Wesleyan provides basic life insurance through Unum to all benefits-eligible employees at no cost. Coverage is 1x the employee’s annual salary up to a maximum of $50,000.

Supplemental Life Insurance
Employees can purchase supplemental life insurance for themselves and their dependents. There are guaranteed issue options for new employees.
- Employee benefit: 1 – 5x annual salary up to a maximum of $750,000
- Spouse/domestic partner benefit: $10,000 increments up to a maximum of $100,000
- Child(ren) benefit: $5,000 benefit

Retirement Savings
- Basic Retirement Plan - Wesleyan makes retirement plan contributions on behalf of the employees. All non-union employees who work at least half time (.5 FTE or more) and are employed for more than one year are eligible. Union employees should reference their applicable contract for plan eligibility information.
- Supplemental Retirement Plan - Employees may contribute to an account either on a pre-tax or after-tax basis. All employees are eligible to participate.
- Employer Matching Contributions - Wesleyan makes an additional contribution to the Basic Retirement Plan when eligible employees contribute to the Supplemental Retirement Plan. All employees enrolled in the Basic Retirement Plan are eligible to participate.

Employee Assistance Program (EAP)
The EAP provides a wide range of services including:
- Confidential counseling and assessment designed to help manage personal, work and life challenges.
- No-cost, confidential, 24-hour assistance via toll-free number and website and up to three face to face visits per person annually.
- Work Life Balance
  - Child/Elder Care
  - Legal
  - Financial Services/Debt Management
  - Identity Theft

Complete information on Wesleyan benefits is located at www.wesleyan.edu/hr.
Questions can be addressed to benefits@wesleyan.edu.