



Benefits

At Johnson & Wales University, we understand that the choices you make when selecting your benefits are important to you, so we devote many of our resources toward developing a competitive, comprehensive package. JWU's employee benefits package includes insurance, paid time off, 401(k) and more! *

Health Insurance

Offered under a university group plan to employees and their eligible family members, JWU employees can choose between 3 health insurance plan options. JWU's health insurance plans fully or partially cover office visits, medical/surgical care, hospitalization and prescription drugs. Employees and JWU together share the cost of the health insurance plan.

Dental Insurance

Offered under the university group dental insurance plan to employees and their eligible family members, JWU employees can choose between 2 dental insurance options: a basic or an enhanced plan. Employees and JWU together share the cost of the dental insurance plan.

Health Care Flexible Spending Account (HCFSA)

An HCFSA provides a tax-savings option for employees or their eligible family members' qualified medical expenses during the calendar year.

Dependent Care Flexible Spending Account (DCFSA)

A DCFSA provides a tax-savings option for those who incur dependent care expenses. Employees can use a pre-tax payroll deduction to set aside funds to pay for dependent care expenses.

Health Savings Account (HSA)

An HSA is an employee's personal account in which to save funds on a pre-tax basis for qualified medical expenses.

401(k) Retirement Plan

This defined contribution retirement plan allows eligible employees to save for retirement on a pre-tax and/or Roth after tax basis. JWU will contribute up to 10% of an employee's pay: 6% fixed employer contribution plus a 4% matching contribution.

Life Insurance

JWU's group term life insurance plan is fully funded by the university. The amount of insurance is calculated based on the employee's pay and is the equal to 2 times an employee's annual earned compensation or 2 times base compensation, whichever is greater, subject to a \$40,000 minimum and a \$500,000 maximum.

Long-Term Disability Insurance

Employees are provided with group Long-Term Disability Insurance (LTD), which is fully funded by the university. The insurance plan provides employees with loss of income protections if they become disabled. The amount paid is based on the employee's monthly earnings prior to the disability and provides up to 60% income replacement with a maximum benefit of \$6,000 monthly.

Short-Term Disability Insurance

Employees working in states where there is not a state-run disability program have the option to enroll in an employee-paid, individual short-term disability program. JWU's plan provides loss of income protection if an employee becomes disabled. The benefit varies based on the employee's individual choice in the plan.

Educational Assistance Programs

JWU provides a range of programs to encourage employees to enhance their existing skills and/or education. As an added benefit, several programs may provide educational benefits to the employee's spouse and eligible children.

JWU's educational assistance programs include

- 100% tuition waiver for enrollment in JWU undergraduate non-online academic programs (available to employees and eligible family members).
- 75% tuition waiver for enrollment in JWU undergraduate online academic programs (available to employees).
- 90% tuition waiver for enrollment in JWU graduate non-online academic programs (available to employees).
- 75% tuition waiver for enrollment in JWU graduate online academic programs (available to employees).
- Tuition Exchange Scholarship program, which provides tuition scholarship at participating colleges and universities (available to dependent children).
- Doctoral Degree Financial Support, which provides partial tuition reimbursement (available to faculty).

Employee Assistance Program

This program provides the opportunity to obtain a referral and access professional and confidential counseling services for help in dealing with issues that may be causing difficulties at home or at work. It also provides referrals for child care, elder care, and financial and legal services.

Paid Time Off (PTO)

– **Vacation**

JWU employees are granted vacation based on their full-time years of service:

1-2 years: 10 days (*prorated in the first year of employment*)

3-9 years: 15 days

10+ years: 20 days

– **Holidays**

JWU designates and observes a certain number of days as paid holidays each year, including holiday shutdown over the Christmas and New Year's holidays.

– **Sick/Personal Time**

This covers absences from work for reasons including sickness, injury or other unavoidable

personal situations. The number of days is determined based on employment status.

– **Summer Work Schedule**

The adjusted summer schedule includes early release on Friday afternoons during the summer months. Equivalent paid time off is given to employees whose department is unable to participate in the Friday early release program.

Parking

JWU provides free parking for employees.

Fitness Center Access

JWU employees have access to all university fitness centers.

Library Access

JWU employees have access to the university library.

** Participation in any benefit program is subject to meeting eligibility criteria. The university reserves the right to modify, amend or terminate its benefit programs as they apply to all current and former employees.*