

# 5.01

# Benefit

## Overview/Disclaimer

Employees of McPherson College are provided a wide range of benefits. A number of the programs (Social Security, worker's compensation, unemployment) cover all employees in the manner prescribed by law.

For the purpose of voluntary benefits, staff working at least half-time (1040 hours annually) are eligible for benefits in most circumstances. The long term disability benefit is provided for employees working at least three quarter time (1560 hours annually).

The following benefit programs are available to eligible employees:

- Medical Insurance
- Dental Insurance
- Vision Insurance
- Life Insurance
- Long Term Disability
- Retirement 403(b)
- Flexible Spending Account
- Vacation
- Sick Time
- Holiday
- Bereavement
- Tuition Waiver
- Employee Assistance Program
- Supplemental Insurances

For exempt employees most benefits become effective the first of the month following date of hire, or immediately if the date of hire is the first of the month. For non-exempt (hourly) employees most benefits become effective the first of the month following the 60 day Introductory Period. However,

both exempt and non-exempt employees are eligible for the retirement 403(b) and long term disability plan on the first of the month following one year of employment.