

## Summary of Benefits

### Exempt and Non-Exempt/Non-Union Employees

*Albert Einstein College of Medicine, Inc. provides a generous and comprehensive benefits package. Coverage for many plans is effective on the first business day of month coincident with or following your date of hire.*

#### **Benefit Plans and Programs**

- Medical, Vision and Dental (Benefits are subsidized by the College of Medicine)
- Life and Disability
- Health Care and Dependent Care Reimbursement Accounts (Flexible Spending Arrangements)
- Qualified Transportation Accounts
- Work-life Balance Employee Assistance
- Travel Assistance

#### **Retirement Benefits**

- Pre-tax 403(b) defined contribution plan & After-tax Roth Contributions
- Non-elective Contributions of 7.5% of base salary earnings
- Non-elective contributions will be 100% vested after 3 years of service
- Multiple Investment Options administered by Fidelity
- On site Fidelity Educational consultant

#### **Voluntary Benefit Programs**

- Academic Federal Credit Union

#### **Tuition Reimbursement Program**

- Reimbursement of 100% of undergraduate or graduate tuition up to a maximum of \$5000 per academic year- **applicable only to Full time exempt employees.**

#### **Paid Time Off**

- **Exempt** employees accrue a maximum of 20 days of paid vacation per year; 25 days after 25 years of service
- **Non-Exempt** employees accrue a maximum of 10 days of paid vacation per year, 20 days after 5 years of service; 25 days after 25 years of service
- 4 Personal days accrued (**Employees in Central Administration offices will have time off for the Jewish holidays, in lieu of personal days**)
- 12 Sick days, accrued one/month
- Paid vacation is available upon completion of six months of active employment.

#### **Holidays**

- The College observes a number of paid legal holidays which are published each year.

#### **Health and Wellness**

- There is an onsite, kosher cafe in the Forchheimer building.
- A fitness center (Falk Recreation Center) is located on the Resnick Campus at a nominal cost.