



Full-Time Faculty & Staff			
Benefit Type	Who	Provider	Benefits Provided
Social Security & Medicare Program	Employee	University Matched	7.65% of first \$102,000 of salary and 1.45% above \$102,000
Health, Vision and Pharmacy	Employee/Dependents	Independence Blue Cross www.ibx.com	Premium for Employee partially paid by University Premium for Employee's dependents partially paid by Employee Effective 1st of the month following employment
Health Account + Flexible Spending Accounts	Employee	Amerihealth http://www.amerhealth-tpa.com/index.jsp	The Medical FSA allows you to establish a pre-tax account for planned out-of-pocket medical expenses, such as deductibles, co-payments and services that insurance does not cover. The Dependent Care FSA allows you to put money aside for child and dependent care expenses such as day care and babysitting fees. Maximum limits apply.
Dental	Employee/Dependents	MetLife www.metlife.com/dental	Premium for Employee paid by University Premium for Employee's dependents paid by Employee Effective 1st of the month following employment
Group Life - Basic	Employee	The Standard Insurance Company www.standard.com	Death benefits equal to 2 times annual salary Reduced benefit after age 65; University pays premium Effective 1st of the month following employment
AD&D	Employee	The Standard Insurance Company www.standard.com	AD&D benefits based on schedule in Certificate
403(B) Plan Defined Contribution Plan	Employee	TIAA-CREF www.tiaa-cref.org	University contributes 9% of base salary when employee contributes a minimum of 5% of base salary after the waiting period Required after 5 years of service and age 26 Salary reduction and SRAs available Waiting period - one year following employment, minimum age 21; individuals with one year of full-time employment in higher education may waive the waiting period.
Paid Time Off	Employee	Offered by University	Sick, personal, vacation, and holidays
Short Term Disability	Employee	Offered by University	100% paid up to six months in any three-year period. Waiting period - one year following employment
Long Term Disability	Employee	The Standard Insurance Company www.standard.com	Premium paid by University Waiting period - one year following employment and six months of total disability
Tuition Remission	Employee	Offered by University	<ul style="list-style-type: none"> • Undergraduate (1) Tuition remission at Philadelphia University for employee, spouse and/or dependent children of full-time employees based upon remission schedule (2) One-half tuition remission at Philadelphia University for spouse or dependent children of part-time employees with over 5 years of service • Graduate Full tuition remission at Philadelphia University for full-time employees only
Tuition Exchange	Employee	For listing of participating colleges and universities, go to www.tuitionexchange.org	Tuition Exchange Scholarships for the benefit of employee's children are offered by Tuition Exchange, an external non-profit organization. This program works on an "import" and "export" basis and is not a guarantee. See Employee Handbook Pages 41 and 42 for a detailed description of eligibility and scholarship award guidelines.
Voluntary Benefits			
Long Term care	Employee/Family	John Hancock Life Insurance http://www.johnhancock.com/index.jsp	This voluntary benefit for eligible employees and family members will offer protection in the event of a long term care situation.
Credit Union	Employee	Philadelphia Federal Credit Union http://www.pfcu.com/	Available through Philadelphia Federal Credit Union
Computer Purchase Program	Employee	Gateway, Dell, Apple and the University Bookstore	Discounts on computers and printers. Interest free and payroll deduction with \$100 down. Please visit the following website for more information: http://www.philau.edu/humanresources/computerpurchase.htm
Travel Insurance	Employee	Offered by University	\$350,000 death benefit for employees traveling on University business
Subaru VIP Purchase Program	Employee	Subaru www.vip.subaru.com	Discounts available to faculty, staff and students Visit www.vip.subaru.com, email at vipprogram@subaru.com, or call 1-800-VIP-0933
Verizon Wireless Program	Employee	Verizon Wireless	Employees of Philadelphia University will receive an 18% Discount on monthly Verizon Wireless service charges if you switch from another carrier to Verizon Wireless. If you are an existing Verizon Wireless customer, you can apply the 18% discount to your monthly invoice. Wireless Sales Representative - Jim Reed, 609-668-8326 or via e-mail at James.Reed@VerizonWireless.com. Additional discounts offered to PhilaU employees: https://b2b.verizonwireless.com/tbmb/rylEnterEmailAddress.do
Other	Employee	Offered by University	Direct deposit, employee discount at The University Bookstore, discount at Ravenhill Dining Services, library privileges, mail services, tennis courts, fitness center, campus events, check cashing at the Cashier, and I.D. card as a debit card