



## **EXECUTIVE EMPLOYEES BENEFIT SUMMARY**

This Executive Employees Benefit Summary (“Summary”) describes the benefits provided by Oakland University to all executive group employees (“Benefits”). Benefits are subject to all terms and conditions stated in the University's respective third-party and/or other, insurance, retirement plan and/or other contracts and agreements, including without limitation those terms and conditions applicable to eligibility, coverage, satisfaction of preconditions, and the circumstances under which each respective Benefit is provided and terminates, and an Executive group employee’s (“Executive[s]”) participation in each respective Benefit is contingent upon the Executive’s satisfaction of any and all such terms and conditions. Taxation of benefits as income will be consistent with applicable Internal Revenue Code sections, and the regulations promulgated thereunder (“IRC”).

Executives may rely upon this Summary; provided however, the University may prospectively enhance, change or terminate any Benefit identified in this Summary (collectively “modify” or “modification”), for all Executives from time-to-time in the University’s sole and absolute discretion. If the University intends to prospectively modify a Benefit, the University will provide each Executive with reasonable prior written notice sufficient for the Executive to appropriately manage any such modification. Benefits that vested before a prospective modification will remain in full force and effect as vested and will not be modified for the vested Executive.

If an Executive’s individual employment agreement with the University (“Employment Agreement”) contains benefits in addition to those Benefits contained in this Summary, then the respective Employment Agreement shall control as to those additional benefits. If this Summary contains Benefits in addition to those contained in a respective Employment Agreement, then this Summary shall control as to those additional Benefits. If there are conflicts, discrepancies or inconsistencies between or among the same benefits/Benefits contained in both a respective Employment Agreement and this Summary, then this Summary shall control.

All Executives are eligible for the following Benefits:

**Medical:**

Medical Benefit: Executives may choose one of the following three hospital-medical plans: (1) BCBSM Community Blue PPO; (2) Blue Care Network Healthy Blue Living HMO; or, (3) Priority Health HealthbyChoice Achievements HMO. Executives may enroll in a group hospital-medical plan within thirty (30) calendar days of the Executive’s date of hire, or during an open enrollment period. Hospital-medical plan coverage is effective on the 1st of the month following thirty (30) calendar days after the Executive’s date of hire. Medical benefits do not vest and can be changed by the Executive during any open enrollment period or life changing event, or prospectively by the University.

Cost: The University currently pays an amount equal to 95% of the premium for the lowest cost HMO for the Executive and their covered dependents (“University Contribution Amount”), for each of the three hospital-medical plans. That percentage is scheduled to decrease to 90% effective January 1, 2021. Executives must pay the amount in excess of the University Contribution Amount.

**NOTE:** Health care benefit plan summaries are available on line at <https://wwwp.oakland.edu/uhr/benefits/rates-and-summaries/> and at the Benefit and Compensation Services Office, currently located in 401 Wilson Hall. You can also reach the Benefit and Compensation Services Office at (248) 370-4207 or by email at [benefits@oakland.edu](mailto:benefits@oakland.edu) for more information.

**Dental:**

Dental Benefit: Dental benefits are provided through the Delta Dental group dental plan that covers the Executive and their covered dependents for preventive, basic, major and orthodontic dental services. The annual benefit is \$1,000 per covered person and the orthodontic benefit is \$1,500 lifetime per covered person. Executives may enroll in the Delta Dental plan within thirty (30) calendar days after the Executive’s date of hire or during an open enrollment period. Dental plan coverage is effective on the 1st of the month following thirty (30) calendar days after the Executive’s date of hire. Dental benefits do not vest and can be changed by the Executive during any open enrollment period or life changing event, or prospectively by the University.

Cost: No cost to the Executive.

**Vision:**

Vision Benefit: Executives may choose one of the following two vision plans: (1) Davis Vision; or, (2) Blue Cross/Blue Shield (VSP) Vision. Vision benefits cover the Executive and their covered dependents for an eye examination, with lenses and frames if needed. Executives may enroll in a vision plan within thirty (30) calendar days after the Executive’s date of hire or during an open enrollment period. Vision plan coverage is effective on the 1st of the month following thirty (30) calendar days after the Executive’s date of hire. Vision benefits do not vest and can be changed by the Executive during any open enrollment period or life changing event, or prospectively by the University.

Cost: No cost to the Executive.

**Executive Life Insurance:**

Executive Life Insurance Benefit: \$40,000, subject to age reductions starting at age sixty-five (65). Executive life insurance is effective on the 1st of the month following thirty (30) calendar days after the Executive’s date of hire. Executive Life Insurance vests and benefits are payable upon death of the Executive.

Cost: No cost to the Executive.

<b>Term Life Insurance:</b>	<p><u>Term Life Insurance Benefit:</u> The base term life insurance benefit is the amount equal to one (1) times the Executive's annual base salary up to \$250,000, subject to age reductions starting at age sixty-five (65). Executives may also elect additional, optional, term life insurance through the University. Life insurance is effective on the 1st of the month following thirty (30) calendar days after the Executive's date of hire. Executive Life Insurance vests and benefits are payable upon death of the Executive.</p> <p><u>Cost:</u> Base term life insurance is provided at no cost to the Executive. The Executive must pay the premium for the additional, optional, life insurance.</p>
<b>Collective Life Insurance:</b>	<p><u>Collective Life Insurance Benefit:</u> A decreasing term collective life insurance benefit amount that is determined by the age of the Executive at death, decreases as age advances, and ceases at age seventy (70). Executives must apply for Collective Life Insurance within thirty (30) calendar days after the Executive's date of hire, and is effective on the 1st of the month after thirty (30) calendar days after the Executive's date of hire. Collective Life Insurance vests and benefits are payable upon death of the Executive.</p> <p><u>Cost:</u> No cost to the Executive.</p>
<b>Accidental Death and Dismemberment</b>	<p><u>Accidental Death &amp; Dismemberment Insurance Benefit.</u> See optional Accidental Death &amp; Dismemberment ("AD&amp;D") insurance benefit at:  <a href="https://www.oakland.edu/Assets/Oakland/uhr/files-and-documents/2018-Benefits/2018%20Voluntary%20Accidental%20Death%20and%20Dismemberment%20(AD&amp;D).pdf">https://www.oakland.edu/Assets/Oakland/uhr/files-and-documents/2018-Benefits/2018%20Voluntary%20Accidental%20Death%20and%20Dismemberment%20(AD&amp;D).pdf</a></p> <p>Executives must apply for AD&amp;D insurance within thirty (30) calendar days following the Executive's date of hire or during an open enrollment period. AD&amp;D insurance is effective on the 1st of the month following thirty (30) calendar days after the Executive's date of hire. AD&amp;D benefits vest and are payable upon accidental death or dismemberment.</p> <p><u>Cost:</u> At Executive's cost; Executive pays all premiums.</p>
<b>Paid Holidays:</b>	<p><u>Paid Holidays Observed:</u> New Year's Day, Memorial Day; Independence Day; Labor Day; Thanksgiving Day; the day after Thanksgiving Day; Christmas Eve Day; Christmas Day; New Year's Eve Day; and the "recess" days between Christmas Day and New Year's Eve Day. Paid Holidays do not vest.</p> <p><u>Cost:</u> N/A</p>
<b>Leave Accruals:</b>	<p><u>Vacation Leave.</u> Executives accrue paid vacation leave at the rate of 16.67 hours per month starting on the Executive's date of hire, with a maximum accrual of 300 hours. Vacation leave vests when accrued and Executives</p>

will be paid for accrued but unused vacation leave at their then current salary rate, maximum payout of 200 hours, if and when they voluntarily resign or retire while in good standing.

Executives will not utilize Vacation leave when to do so would interfere with the proper discharge of the Executive's duties.

Sick Leave. Executives accrue 1,040 sick hours (130 work days) of paid sick leave as of the Executive's date of hire, which is refreshed on each anniversary of the Executive's date of hire. Unused sick days do not "carry over" and no Executive may accrue more than 1,040 sick hours. NOTE: The University designed this sick time accrual to be used for "sickness" and to offset the long term disability ("LTD") six (6) month elimination period; and not to extend vacation hours. Sick leave does not vest.

Leave hours need only be used when the Executive will be "off-work" for four (4) or more consecutive hours (a half day).

Cost: No cost to the Executive.

**Salary Continuation:**

Salary Continuation. An Executive can request additional paid salary continuation leave to offset the LTD six (6) month elimination period if the Executive has used/exhausted all other accrued paid vacation and sick leave. Salary continuation does not vest.

Cost: No cost to the Executive.

**Long Term Disability:**

Long-Term Disability Benefit: The long-term disability ("LTD") benefit is sixty (60%) percent of the Executive's base salary up to a maximum of ten thousand (\$10,000) dollars per month, which begins after six (6) months of the Executive's total disability (the "elimination period"). The Executive will also receive a contribution to their 403(b)-retirement account during the Executive's disability at the same percentage that was provided when the disability occurred based on the LTD benefit amount only. Executives must apply for LTD insurance within sixty (60) calendar days after the Executive's date of hire or during any open enrollment period, and is effective on the 1st of the month after thirty (30) calendar days after the Executive's date of hire. LTD benefits vest and are payable upon a long-term disability.

Cost: No cost to the Executive.

**Tuition Benefit:**

Tuition Benefit Executive: Executives are eligible for a one hundred (100%) percent tuition waiver for their own continuing education at the University. Tuition benefits do not vest.

Cost: No cost to the Executive for their own continuing education.

Tuition Benefit Spouse and/or Dependent Children: The spouse and/or dependent children of any Executive will be eligible to enroll in any University credit course, subject to any Registrar's requirements, and apply for the tuition benefit. The Internal Revenue Code and regulations promulgated thereunder will define dependency. Students must be admitted to the University through the University's normal processes and must be in a degree or certificate granting program or at the University as a guest student. Tuition benefits do not vest.

Tuition benefits do not apply to OUWB School of Medicine, Executive MBA, and CRNA programs.

Cost: For the Executive's spouse and/or dependent children, the student will be charged a fee proxy equal to ten (10%) percent of the in-state lower division undergraduate tuition rate for the number of credits enrolled. Spouses and/or dependent children will pay all usual fees. Certain tuition benefits may be considered taxable compensation.

**Vehicle Stipend:**

Vehicle Stipend. Seven hundred and fifty (\$750) dollar monthly, taxable, vehicle stipend ("Vehicle Stipend"). Executives shall use the Vehicle Stipend toward the monthly purchase/lease, fuel, mileage, maintenance, insurance and other expenses for the Executive's own vehicle ("Vehicle Expenses"); provided however, that the vehicle must be manufactured in the United States and insured at all times for both property damage and bodily injury. Executives may not submit any requests for reimbursements for Vehicle Expenses and may not charge Vehicle Expenses to any executive business-expense-allowance otherwise provided to the Executive. Executives will report use of the vehicle for which they receive a Vehicle Stipend to the University upon request in accordance with University policies, practices and applicable law.

Cost: Vehicle stipends are taxable compensation.

**Retirement:**

Retirement Contributions. Oakland University provides all Executives the option of participating in the Multiple Option Retirement Program. If an Executive fails to enroll when first eligible, they may enroll at any time thereafter, but participation cannot be made retroactive. Two tax-deferred, defined contribution retirement plans are currently available: TIAA and Fidelity. Effective July 2, 2020, Oakland University contributes 17% of base salary on a monthly basis for participating fulltime Executives, which will begin the month after the completion of one (1) year of continuous employment. The Executive is immediately vested in all contributions made on his/her behalf. The University provides Executive the option of investing, at the employee's expense, in supplemental retirement tax-deferred vehicles.

Cost. No cost to, and no match required by, the Executive. Participation in an optional supplemental tax-deferred retirement vehicle is at the Executive's cost.

Early Retirement (Definition). An Executive may retire "early" at age sixty-two (62) or older with at least fifteen (15) continuous years of full-time service, or, who is younger than age sixty-two (62) but with twenty-five (25) continuous years of service.

Normal Retirement (Definition). An Executive may retire "normally" at age sixty-five (65), with at least fifteen (15) continuous years of full-time service.

**Post-Employment Medical,  
Dental and Vision Benefits  
For Early Retiree**

Eligibility: For Executives whose date of hire is before June 30, 2006 and retire early, then:

Post-Employment Medical, Dental and Vision Benefits and Cost:

For an Executive who retires early (see Early Retirement definition above): the University will continue paying the University Contribution Amount for the Medical Benefit only for the Executive and the Executive's spouse. The premiums for dental and vision coverage will be at the Executive's cost, for the Executive and the Executive's spouse, until the Executive is age sixty-five (65). When the Executive is age sixty-five (65), the University will then begin paying in accordance with the Medicare Complementary Coverage section below. Post-Employment Medical, Dental and Vision Benefits vest upon retirement.

For an Executive who retires early and is younger than age sixty-two (62) but with twenty-five (25) continuous years of service: the Executive may continue paying the Executive's group hospital-medical plan, dental and vision premiums that the Executive is enrolled in on the date of retirement, at the Executive's cost by making advance arrangements with the Benefit and Compensation Services Office. When the Executive is age sixty-two (62), the University will then begin paying in accordance with the foregoing paragraph above.

Eligibility: For Executives whose date of hire is on or after July 1, 2006 and retire early, then:

Post-Employment Medical Dental and Vision Benefits and Cost:

An Executive who retires early (see Early Retirement definition above) can participate in the University's medical, dental and vision Benefits as "access only" for the Executive and the Executive's spouse and/or dependent children, if applicable, at the Executive's cost by making advance arrangements with the Benefit and Compensation Services Office.

**Medicare Complementary Coverage**

Eligibility: For Executives whose date of hire is before July 1, 2006 and who retire, then:

Medicare Complementary Coverage and Cost. At age sixty-five (65), the University will contribute monthly toward the retired Executive and their spouse's Medicare complementary benefits up to \$343.00 for single party and \$686.00 for two party coverage. Medicare Complimentary Coverage vests upon retirement.

Eligibility: For Executives whose date of hire is after July 1, 2006, then:

Medicare Complementary Coverage and Cost. At age sixty-five (65) the Executive and their spouse will be eligible for Medicare complementary coverage solely through a University group health plan at the retired Executive's cost.

**Benefits Proscribed by Law:**

Benefits Proscribed by Law. Executives are entitled to all benefits required by law, such as leaves under the Family Medical Leave Act, jury duty and military training, and unemployment and workers' compensation, on the same basis as those legally proscribed benefits are administered by the University. Benefits proscribed by law vest as required by the applicable law.

Cost. No cost to the Executive unless otherwise proscribed by the applicable law.

**Miscellaneous Benefits:**

Miscellaneous Benefits. An Executive is entitled to moving and travel expenses pursuant to the University's Administrative Policies and Procedures. An Executive, and his/her spouse and dependent children, are entitled to play golf at either of the University's golf courses at no cost while the Executive is actively employed; the value of the amount the executive or family member would have paid per round will be considered taxable compensation.

Cost. No cost to the Executive unless otherwise proscribed by the applicable Administrative Policy and Procedure.

**Other Services:**

Other Services: Those services made available by the University from time-to-time such as use of the bookstore, payroll deduction (pre-paid legal, identity theft protection, auto/home insurance, long term care, etc.), credit union services, internet access, library privileges, parking, use of Recreation and Athletics Center. Some of these services may require an employee-paid fee. Other services do not vest.

Cost. No cost to the Executive unless otherwise proscribed by the University.

Revised and Effective as of August 5, 2020.