

Your Benefits at a Glance

MANAGERIAL & PROFESSIONAL

HEALTH & WELLNESS

Maximum benefits, minimum cost

Medical Insurance

You have the option of two different medical carriers at Yale University: the Yale Health Plan (YHP) or Aetna Choice POS II. YHP is a highly respected, physician-led medical center located on the Yale campus and is affiliated with the Yale Medical Group and Yale-New Haven Hospital. Aetna is a nationwide plan, which allows you to select a physician of your choice.

Service	YHP	Aetna
Office Visit	\$0	\$15/\$25
Emergency Room	\$0	\$50
Inpatient Hospital	\$0	\$200
Prescription Coverage:	Generic: \$5 Preferred Brand: \$20 Non-Preferred Brand: \$30	\$10/\$30 Retail (30-day supply) \$20/\$60 Mail Order (90-day supply)
Vision – Eye Exam	\$0	\$25

Dental Insurance

Delta Dental is the exclusive dental carrier for Yale University.

Service Category	Reimbursement (up to a maximum allowable amount)
Preventive & Diagnostic*	100%
Basic Restorative†	80%
Major Restorative†	50%

* Subject to yearly maximum † After yearly deductible

Vision Insurance

EyeMed is the exclusive vision carrier for Yale University for eyewear. With EyeMed, you will be able to purchase frames, lenses, and contact lenses at a discounted rate.

RETIREMENT PLANS

Can you afford not to start saving for retirement?

You have the choice of one of the following:

The Yale University Retirement Plan for Staff Employees (YRPSE)

You are automatically enrolled in this University-paid defined benefit plan effective with your first day of employment. You are fully vested after just five years of service. Vesting gives you the right to a pension at age 65 (or as early as age 55, when your age plus your years of service equal 75), even if you leave Yale employment prior to being eligible to collect a pension.

or

The Yale University Retirement Account Plan (YURAP)

YURAP is a 403(b), defined contribution plan in which both you and Yale make pre-tax contributions to your retirement plan according to your investment direction. The plan consists of a University core contribution that Yale makes to your retirement account. If you choose to contribute a portion of your own salary, Yale will provide a dollar-for-dollar University match up to the first 5% of your contribution.

and

Yale University Tax-deferred 403(b) Savings Plan

This is a 403(b) plan where you can build additional tax-deferred retirement savings. You may join the plan at any time and change your contribution amount up to four times per year. Payroll contributions and earnings are sheltered from state and federal taxes until withdrawn.

LIFE INSURANCE

You are provided with \$25,000 of basic term life insurance at no cost. As an employee, you also have the option of purchasing Supplemental Life Insurance up to five times your annual salary to a maximum of \$1,500,000.

LONG-TERM DISABILITY INSURANCE

As an employee, you are automatically enrolled for Long-Term Disability coverage at no cost. Upon approval, this benefit pays 60% of your base monthly earnings to a maximum of \$7,500 per month.

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FLEXIBLE SPENDING ACCOUNT

You have the opportunity to reduce your taxable earnings by enrolling in a flexible spending account for your health care and/or dependent care expenses.

EXTRAORDINARY BENEFITS

Generous, one-of-a-kind benefits

Scholarship for Children of Employees

Your college-bound child(ren) may be eligible for a partial college scholarship provided that you work full-time for six consecutive years.

Tuition Assistance

You may receive tuition assistance for courses taken toward degree and non-degree programs, if they are job related and of direct benefit to both you and Yale University.

Commuter Benefits

You can save money by enrolling in a commuter benefit if you take the bus, train, or vanpool to work or if you park in an off-campus parking lot.

Yale Homebuyer Program

You may be eligible to receive monetary assistance for purchasing a residence in designated areas of New Haven.

Yale Mortgage Loan Program

You may be eligible to receive special rates through the Mortgage Loan Program from several participating area banks.

College Savings Plan (529)

You can save for the cost of a college education by opening a 529 college savings plan.

Cultural & Recreational Benefits

As a Yale employee, you can take advantage of discounts in the New Haven area ranging from Payne Whitney Gym membership to Yale Center for British Art admission to borrowing privileges at one of Yale's 22 renowned libraries.

PAID TIME OFF

Enjoy work/life balance with a generous paid time off program.

You will receive paid time off based on the following schedule:

Type	Eligibility	Allotment
Holidays	Immediate	Eight days: <ul style="list-style-type: none"> • New Year's Day • Martin Luther King Day • Good Friday • Memorial Day • Independence Day • Labor Day • Thanksgiving Day • Christmas Day
Recess	Immediate	Six days: <ul style="list-style-type: none"> • Friday after Thanksgiving Day • Day before Christmas • Four days between Christmas and New Year's Day
	Departments may designate any recess day as a normal work day and substitute a floating holiday.	
Sick	Year of hire	1 day per month
	Years following	12 days per fiscal year
	Eligible to use sick days after three months of employment.	
Vacation	Eligible to use vacation days after six months of employment.	22 days annually (accrue 2 days per month to the annual limit of 22)
Personal Business Days	Eligible to use personal business days after three months of employment.	4 days per fiscal year
Part-time	Regularly scheduled to work 20 hours or more per week are entitled to vacation and sick time on a prorated basis.	



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