2017 Benefits Summary
The University of North Carolina (the University) offers a flexible and comprehensive package of benefits, along with valuable work and family programs. These programs can help employees attain their retirement savings and career goals, as well as help to meet their everyday needs. Our programs are designed to allow you to tailor a benefits package that best meets the unique needs of you and your family.
Health Benefits

Health

Health coverage is administered by the State Health Plan of North Carolina and provided by BlueCross BlueShield of North Carolina. Also, if you are enrolled in health coverage, you are eligible to take part in NC HealthSmart. This voluntary program provides you access to tools and resources to help you live a healthier life.

Traditional 70/30 Plan

• See any provider; can lower expenses by using network providers
• Copay — In-network: $40 office visit, $94 specialist visit
• Annual deductible — In-network: $1,080 per individual, $3,210 per family; Out-of-network: up to $44,000 for all services

Enhanced 80/20 Plan

• See any provider; can lower expenses by using network providers
• Copay — In-network: $25 office visit, $75 specialist visit
• Annual deductible — In-network: $1,500 per individual, $4,500 per family; Out-of-network: $2,000 per individual, $9,000 per family

Consumer-Directed Health Plan (CDHP) (85/15) with a Health Reimbursement Account (HRA)

• Health Reimbursement Account - Employer-funded; funding is determined annually. The annual funding amount is prorated for mid-year enrollments. Account balance can rollover year to year.
• See any provider; can lower expenses by using network providers
• Coinsurance — In-network: you pay 10% of eligible expenses after deductible; Out-of-network: you pay 50% of eligible expenses after deductible and the difference between the allowed amount and the charge
• Annual deductible — In-network: $5,500 individual/$11,000 family; Out-of-network: $5,000 individual/$10,000 family
• Preventive care — In-network covered at 100%; Out-of-network: limited to preventive screenings; otherwise, benefits not available

Prescription Drug Plans (In-Network Coverage)

Multi-tier plan — Generic, preferred brand and non-preferred brand

Traditional 70/30 Plan

• Up to 30-day supply: $16 copay for generic; $47 copay for preferred brand and high-cost generics; $94 copay for non-preferred brand
• Specialty Drugs: 10% up to $100, 25% up to $100, and 25% up to $333 (depending on the medication) for each 30-day supply

Enhanced 80/20 Plan

• Up to 30-day supply: $5 copay for generic; $30 copay for preferred brand and high-cost generics; deductible/coinsurance for non-preferred brand
• Specialty Drugs: $100 copay, $200 copay or deductible/coinsurance (depending on the medication) for each 30-day supply

NCFlex Health Programs

As part of the State-sponsored benefits, the NCFlex State Insurance Plans provide a variety of plans to meet the needs of you and your family. You may enroll in any or all of the NCFlex benefits. You pay for the full cost of coverage through payroll deductions on a pre-tax basis.

Dental

Dental coverage is administered by MetLife Dental.

• Two options for coverage: High Option or Low Option
• You pay the full cost of coverage on a pre-tax basis
• Under each option, you can visit any provider

High Option

• Diagnostic and preventive services — No charge on eligible expenses
• Basic services — You pay 20% after deductible for eligible services except for periodic services, which are covered at 50% after deductible
• Major services — You pay 50% for eligible services after deductible
• Deductible — $50 individual/$150 family applies to basic and major services
• Maximum annual benefits (excluding orthodontia) — $5,000 benefit per covered person per year for eligible diagnostic/preventive, basic and major services

Low Option

• Diagnostic and preventive services — No charge on eligible expenses if you have met deductible
• Basic services — You pay 50% after deductible for fillings and simple extractions; 50% after deductible for other basic services and periodic services
• Major services — Not covered
• Deductible — $25 individual/$75 family applies to diagnostic/preventive and basic services
• Maximum Annual Benefits — $1,000 benefit per covered person per year for eligible diagnostic/preventive and basic services

Orthodontic services — You pay 50% for most services, up to $1,500 lifetime maximum per individual

Vision

Vision coverage is administered by Superior Vision Services (SVS).

• Three options for coverage — Core Wellness Plan, Basic Plan, or Enhanced Plan
• Core Wellness Plan available at no cost for employees
• Enhanced Plan available at no cost for employees
• Core Wellness Plan available at no cost for employees
• Core Wellness Plan available at no cost for employees
• Core Wellness Plan available at no cost for employees
• Core Wellness Plan available at no cost for employees
Voluntary Group Term Life Insurance

The University offers a group term life insurance program with VOYA. You may elect coverage on a guaranteed basis up to $200,000 without providing Evidence of Insurability (EOI). If the benefit amount exceeds $200,000, EOI must be provided. The maximum amount of coverage you may elect is $500,000, not to exceed 5 times your base annual earnings. You pay the full cost of coverage. You may elect coverage for your spouse and children.

Accident Insurance

• Core AD&D coverage — Coverage for employee only, $10,000 maximum limit. You must elect to enroll for coverage to receive this benefit. The University pays the full cost of this coverage.
• Optional AD&D coverage — May elect employee or employee + family coverage. Up to $500,000 maximum limit. You pay the full cost of coverage.

Disability

The Disability Income Plan of North Carolina (DIP-NC) is a benefit provided at no cost to eligible employees who participate in the Teachers’ and State Employees’ Retirement System (TSERS) or the Optional Retirement Program (ORP). Benefits are available to eligible employees who become continuously unable to perform the duties of their usual occupation due to a mental or physical incapacity while actively employed. This is paid for at no cost to eligible employees who participate in the DIP-NC. You pay the full cost of the premium if you enroll for coverage.

Supplemental Disability

The University offers Supplemental Disability programs through Liberty Mutual for employees enrolled in TSERS and through The Standard for employees enrolled in the ORP. These plans are designed to fill the gaps of the DIP-NC for the first year of disability. You pay the full cost of coverage.

Optional Retirement Program (ORP)

• Defined contribution plan
• Under this plan, the State controls the investment. The benefit you receive at retirement is based on a formula (factors include your age, your average final compensation and your years/months of creditable service)
• Employee contribution — 6%
• University contribution — As defined by the General Assembly

Short-Term Disability

Income benefits are equal to 50% of your annual base rate of compensation up to a maximum of $3,000 a month. Short-Term Disability is payable for a period not to exceed 365 days. There is a 60-day waiting period before benefits become payable.

Long-Term Disability

Income benefits are equal to 65% of your annual base rate of compensation up to a maximum of $3,900 a month. If approved the benefit continues as long as you remain permanently disabled and until you qualify for an unreduced service retirement.

TSERS for State Law Enforcement Officers

• Defined benefit plan
• Under this plan, the State controls the investment. The benefit you receive at retirement is based on a formula (factors include your age, your average final compensation and your years/months of creditable service).
• Law Enforcement Officers can enroll in TSERS or the UNC Optional Retirement Program.
• Employee contribution — 6%
• University contribution — As defined by the General Assembly

Leaves of Absence

The University offers a variety of leave programs for employees (i.e., family and medical leave, civil leave, military leave). Faculty members who do not accrue leave may be eligible for serious illness and disability leave.

Shared Leave

Voluntary leave that allows employees to assist another employee in the case of a prolonged medical condition that exhausts one employee’s available leave and would otherwise force that employee to be placed on leave without pay status.

Vacation and Sick Leave

Faculty
• Individuals who are appointed to a faculty position at one of the 17 constituent institutions should consult campus specific policies concerning leave accruals based on the appointment type (i.e., 9 month vs. 12 month appointment).

EHRA Employees
• EHRA employees who are classified as EHRA Tier I senior and academic and administrative officers, and instructional, research and other positions as designated, accrue up to 24 days of vacation leave and 12 days of sick leave per calendar year.
• Part-time EHRA employees (in covered positions who work at least 50% FTE) accrue leave based on proportional amount.
• Leave is earned on a monthly basis.
• Chancellor, Provost, Deans and Directors of major centers who do not accrue leave may be eligible for serious illness and disability leave.

SHRA Employees
Permanent full-time employees eligible for vacation and sick leave based on their years of service as outlined below:
- 0 – 5 years — Vacation: 112 hours/year; Sick: 96 hours/year
- 5 – 10 years — Vacation: 186 hours/year; Sick: 96 hours/year
- 10 – 15 years — Vacation: 268 hours/year; Sick: 96 hours/year
- 15 – 20 years — Vacation: 350 hours/year; Sick: 96 hours/year
- 20+ years — Vacation: 432 hours/year; Sick: 96 hours/year

Permanent employees working 20 or more hours per week accrue on a pro-rated basis according to the number of scheduled work hours each week.

Supplemental Retirement Programs

The University also offers several other programs to help you set aside money for retirement.
• University-sponsored 403(b) and 457(b) Plans with investments provided by TIAA and Fidelity — You are eligible to participate if you have FICA tax withheld from your pay.
• State-sponsored 401(k) Plan administered by Prudential — You must be contributing to either the TSERS or the ORP to be eligible to participate.
• State-sponsored 457 deferred compensation plan administered by Prudential — All employees are eligible.

Holidays

• 12 designated paid holidays per calendar year
• Permanent employees working between 20-39 hours per week earn holiday pay on a pro-rated basis according to the number of scheduled hours worked.

Work/Life Programs

The University offers a variety of leave programs for employees (i.e., family and medical leave, civil leave, military leave). Faculty members who do not accrue leave may be eligible for serious illness and disability leave.

Voluntary Group Term Life Insurance

• University contribution — As defined by the General Assembly
• Employee contribution — 6%
**Educational Programs**

**Tuition Waiver**
This program provides an opportunity for an eligible full-time employee to have the tuition waived for three courses taken at any of the constituent institutions of the University system.

**Academic Assistance**
This program provides reimbursement of academic costs to SHRA employees if funds are available at the campus level, and/or time off the job if the course is available only during working hours.

**Work/Life Programs**

The University also provides access to a variety of programs designed to help you balance your work and personal needs. Programs include:

- Child Care Resource & Referral Programs
- Dependent Day Care Flexible Spending Account (DDCFSA) — As part of the NCFlex benefits program, the DDCFSA offers tax-free reimbursement for child care and adult day care expenses. You may elect to set aside from $120 to $5,000 per year on a pre-tax basis.
- Elder Care Resource and Referral Programs
- Flexible work arrangements
- Employee Assistance Program
- Lactation Resources

In addition, each campus may offer other special programs to its employees.

**FOR MORE INFORMATION**
Visit [www.northcarolina.edu/hr/unc/benefits/index.htm](http://www.northcarolina.edu/hr/unc/benefits/index.htm) for more information about the benefits provided by the University. In addition, you can check your campus’ website for additional details and Human Resources/Benefit Office contacts.

The information contained in this document is not a contract and is subject to change by the proper authorities. It should be understood that explanations in this summary cannot alter, modify or otherwise change the controlling legal document or general statutes in any way, nor can any right accrue by reason of any inclusion or omission of any statement in this document.

January 2017
### 2017 Monthly Contributions for the University Benefits Programs

#### State Health Plan

<table>
<thead>
<tr>
<th>Plan</th>
<th>Employee Only</th>
<th>Employee + Children</th>
<th>Employee + Spouse</th>
<th>Employee + Family</th>
</tr>
</thead>
<tbody>
<tr>
<td>Traditional 70/30 Plan</td>
<td>$40.00</td>
<td>$258.14</td>
<td>$602.10</td>
<td>$638.70</td>
</tr>
<tr>
<td>Enhanced 80/20 Plan</td>
<td>$105.04</td>
<td>$395.18</td>
<td>$773.52</td>
<td>$813.76</td>
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<tr>
<td>Consumer-Directed Health Plan (85/15)</td>
<td>$80.00</td>
<td>$276.32</td>
<td>$585.90</td>
<td>$618.82</td>
</tr>
</tbody>
</table>

You have the opportunity to earn wellness premium credits each year, which will reduce your monthly premiums.

#### NCFlex Benefit Plans

<table>
<thead>
<tr>
<th>Plan</th>
<th>Employee Only</th>
<th>Employee + Spouse</th>
<th>Employee + Child(ren)</th>
<th>Family</th>
</tr>
</thead>
<tbody>
<tr>
<td>Dental (MetLife Dental)</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>High Option</td>
<td>$36.10</td>
<td>$72.40</td>
<td>$78.20</td>
<td>$123.70</td>
</tr>
<tr>
<td>Low Option</td>
<td>$21.22</td>
<td>$42.78</td>
<td>$45.94</td>
<td>$73.22</td>
</tr>
<tr>
<td>Vision (Superior Vision Plan)</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Core Wellness Plan</td>
<td>$0</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
</tr>
<tr>
<td>Basic Plan (Exams and Materials)</td>
<td>$5.56</td>
<td>N/A</td>
<td>N/A</td>
<td>$15.46</td>
</tr>
<tr>
<td>Enhanced Plan (Enhanced Exams and Materials)</td>
<td>$8.58</td>
<td>N/A</td>
<td>N/A</td>
<td>$22.88</td>
</tr>
</tbody>
</table>

Employees may also cover eligible dependent children at no cost.

#### Critical Illness Insurance (Allstate)

<table>
<thead>
<tr>
<th>Age</th>
<th>$15,000 Employee</th>
<th>$15,000 Spouse</th>
<th>$25,000 Employee</th>
<th>$25,000 Spouse</th>
</tr>
</thead>
<tbody>
<tr>
<td>Less than 25</td>
<td>$1.30</td>
<td>$1.30</td>
<td>$2.18</td>
<td>$2.18</td>
</tr>
<tr>
<td>25-29</td>
<td>$1.40</td>
<td>$1.40</td>
<td>$2.34</td>
<td>$2.34</td>
</tr>
<tr>
<td>30-34</td>
<td>$2.60</td>
<td>$2.60</td>
<td>$4.34</td>
<td>$4.34</td>
</tr>
<tr>
<td>35-39</td>
<td>$4.10</td>
<td>$4.10</td>
<td>$6.84</td>
<td>$6.84</td>
</tr>
<tr>
<td>40-44</td>
<td>$7.40</td>
<td>$7.40</td>
<td>$12.34</td>
<td>$12.34</td>
</tr>
<tr>
<td>45-49</td>
<td>$12.00</td>
<td>$12.00</td>
<td>$20.00</td>
<td>$20.00</td>
</tr>
<tr>
<td>50-54</td>
<td>$18.60</td>
<td>$18.60</td>
<td>$31.00</td>
<td>$31.00</td>
</tr>
<tr>
<td>55-59</td>
<td>$27.80</td>
<td>$27.80</td>
<td>$46.34</td>
<td>$46.34</td>
</tr>
<tr>
<td>60-64</td>
<td>$42.60</td>
<td>$42.60</td>
<td>$71.00</td>
<td>$71.00</td>
</tr>
<tr>
<td>65-69</td>
<td>$64.20</td>
<td>$64.20</td>
<td>$107.00</td>
<td>$107.00</td>
</tr>
<tr>
<td>70-74</td>
<td>$84.40</td>
<td>$84.40</td>
<td>$140.66</td>
<td>$140.66</td>
</tr>
<tr>
<td>75-79</td>
<td>$101.40</td>
<td>$101.40</td>
<td>$169.00</td>
<td>$169.00</td>
</tr>
<tr>
<td>80 and older</td>
<td>$119.50</td>
<td>$119.50</td>
<td>$199.18</td>
<td>$199.18</td>
</tr>
</tbody>
</table>

#### Supplemental Retirement Plans

<table>
<thead>
<tr>
<th>Plan</th>
<th>Contribution Limit</th>
<th>Catch-Up Contribution*</th>
</tr>
</thead>
<tbody>
<tr>
<td>UNC 403(b)</td>
<td>$18,000</td>
<td>$6,000</td>
</tr>
<tr>
<td>UNC 457(b)</td>
<td>$18,000</td>
<td>$6,000</td>
</tr>
<tr>
<td>State 401(k)</td>
<td>$18,000</td>
<td>$6,000</td>
</tr>
<tr>
<td>NC Deferred Comp</td>
<td>$18,000</td>
<td>$6,000</td>
</tr>
</tbody>
</table>

* Catch-up contributions are available to participants who are age 50 by the end of the Plan Year.
Income Protection Plans

Voluntary Group Term Life Insurance (VOYA)

You can elect the following options:

1. Employee Only or Employee & Spouse*: Increments of $10,000. A minimum of $20,000 of coverage is available up to a maximum of $200,000 of coverage (spouse coverage cannot exceed 100% of employee’s elected amount).
2. Child(ren)*: $5,000 or $10,000.

The following chart outlines the cost of coverage per $1,000 increments based on age.

<table>
<thead>
<tr>
<th>Your Age</th>
<th>Monthly Rates/$1,000 Coverage</th>
<th>Dependent Child(ren) Per Dependent Unit</th>
</tr>
</thead>
<tbody>
<tr>
<td>Under 24</td>
<td>$0.04</td>
<td>$5,000 $0.68</td>
</tr>
<tr>
<td>25-29</td>
<td>$0.05</td>
<td>$10,000 $1.36</td>
</tr>
<tr>
<td>30-34</td>
<td>$0.07</td>
<td></td>
</tr>
<tr>
<td>35-39</td>
<td>$0.08</td>
<td></td>
</tr>
<tr>
<td>40-44</td>
<td>$0.09</td>
<td></td>
</tr>
<tr>
<td>45-49</td>
<td>$0.13</td>
<td></td>
</tr>
<tr>
<td>50-54</td>
<td>$0.22</td>
<td></td>
</tr>
<tr>
<td>55-59</td>
<td>$0.40</td>
<td></td>
</tr>
<tr>
<td>60-64</td>
<td>$0.64</td>
<td></td>
</tr>
<tr>
<td>65-69</td>
<td>$1.27</td>
<td></td>
</tr>
<tr>
<td>70-74</td>
<td>$2.06</td>
<td></td>
</tr>
<tr>
<td>75 and above</td>
<td>$2.06</td>
<td></td>
</tr>
</tbody>
</table>

* Employee must be enrolled to cover spouse/child(ren).

Accidental Death & Dismemberment Insurance (VOYA)

The amount of insurance you purchase is called the principal sum. Example benefit amounts include:

<table>
<thead>
<tr>
<th>Principal</th>
<th>Cost for Employee Only</th>
<th>Cost for Employee/Family</th>
</tr>
</thead>
<tbody>
<tr>
<td>$50,000</td>
<td>$0.85</td>
<td>$1.35</td>
</tr>
<tr>
<td>$100,000</td>
<td>$1.70</td>
<td>$2.70</td>
</tr>
<tr>
<td>$150,000</td>
<td>$2.55</td>
<td>$4.05</td>
</tr>
<tr>
<td>$200,000</td>
<td>$3.40</td>
<td>$5.40</td>
</tr>
<tr>
<td>$250,000</td>
<td>$4.25</td>
<td>$6.75</td>
</tr>
<tr>
<td>$300,000</td>
<td>$5.10</td>
<td>$8.10</td>
</tr>
<tr>
<td>$350,000</td>
<td>$5.95</td>
<td>$9.45</td>
</tr>
<tr>
<td>$400,000</td>
<td>$6.80</td>
<td>$10.80</td>
</tr>
<tr>
<td>$450,000</td>
<td>$7.65</td>
<td>$12.15</td>
</tr>
<tr>
<td>$500,000</td>
<td>$8.50</td>
<td>$13.50</td>
</tr>
</tbody>
</table>

Mandatory Retirement Plan Contribution Rates

Teachers’ and State Employees’ Retirement System (TSERS)

Employer Contribution (consists of the following):

- Pension Accumulation Fund 9.97%
- Death Benefit Trust Fund 0.16%
- Retiree Health Plan Reserves 6.02%
- Disability Income Plan 0.38%
- Qualified Excess Benefit Arrangement 0.01%

Total Employer Contribution Rate 16.54%
Employee Contribution 6.00%

TSERS – Law Enforcement Officers

Employer Contribution (consists of the following):

- Pension Accumulation Fund 9.97%
- Death Benefit Trust Fund 0.16%
- Retiree Health Plan Reserves 6.02%
- Disability Income Plan 0.38%
- State 401(k) Plan 5.00%
- Qualified Excess Benefit Arrangement 0.01%

Total Employer Contribution Rate 21.54%
Employee Contribution 6.00%

UNC Optional Retirement Program (ORP)

Employer Contribution (consists of the following):

- ORP Contribution Rate 6.84%
- Retiree Health Plan Reserves 6.02%
- Disability Income Plan 0.38%

Total Employer Contribution Rate 13.24%
Employee Contribution 6.00%

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