

DELAWARE VALLEY COLLEGE
HOUSEKEEPING BENEFITS SUMMARY

as of 07/01/07

Immediately	<p>Thirteen paid holidays (Includes one personal holiday to be scheduled after 31 days of employment)</p> <p>Earned sick leave (Accrue 12 days per year, available after 31 days of employment)</p>
3 Months	<p>College pays 100% of the employee premiums for the Keystone HMO and the dental plans. Employee may buy-up to Keystone POS10 and POS15 and enroll spouse and/or dependents in medical and dental benefits at employee's expense. Benefit choices:</p> <ol style="list-style-type: none">1. Medical - Keystone POS \$10E and \$15E, Keystone HMO.2. Dental - Delta Dental Traditional Plan and Aetna DMO <p>Employee may waive medical insurance plan for annual waiver bonus of \$1,200 with proof of other medical coverage.</p> <p>Dependent Care Spending Account up to an annual maximum of \$5,000.</p> <p>Flexible Spending Account up to an annual maximum of \$3,000.</p> <p>College provides \$10,000 group term life and accidental death & dismemberment insurance. At twelve months, this insurance increases to an amount equal to twice base annual salary to a maximum of \$150,000. Coverage is reduced by 40% at age 65.</p> <p>Voluntary Life Insurance for employee, spouse and children is available at employee's expense.</p> <p>Undergraduate tuition waiver for employee up to two classes per semester.</p>

6 Months	Earned vacation Tuition waiver for dependent child or spouse (undergraduate level) up to two classes per semester.
12 Months	TIAA/CREF Group Supplemental Retirement Annuity (subject to plan eligibility requirements) Short term disability benefit at 60% of salary. Long term disability benefit at 60% of salary. 50% graduate level tuition waiver for up to two classes per semester.
24 Months	100% graduate level tuition waiver for up to two classes per semester. Full tuition waiver (undergraduate level) for one dependent child.