

# Benefits at a Glance

As a Le Moyne College employee you can take advantage of a variety of benefits and opportunities which will add to the quality of your life.

Detailed benefit information can be found in the portal:

[portal.lemoyne.edu](http://portal.lemoyne.edu)

## Health Benefits:

1. Medical Plans & Prescription Drugs
2. Dental Plan
3. Vision (discount cards only)
4. Flexible Spending Accounts (Medical and/or Dependent Care)

## Protection Benefits:

1. Life and Accidental Death & Dismemberment
2. Long-term disability (LTD)
3. Short-term disability (STD)
4. Worker's Compensation

## Retirement:

1. Retirement Annuity Plan

## Voluntary Benefits:

1. AFLAC Cancer, Accident, & Hospital Insurance
2. The Hartford Voluntary Life & AD&D
3. MetLife Auto & Home
4. Credit Union Memberships

## Campus Benefits:

1. Athletic Center (recreation center, pool, fitness classes)
2. Dining Facilities
3. On-site parking
4. W. Carroll Coyne Center for the Performing Arts
5. College Bookstore
6. Library

## Work/Life Balance:

1. Pre-scheduled paid holidays & discretionary holidays
2. EAP
3. Educational/Training Programs
4. Tuition remission/Assistance Programs
5. Guaranteed Mortgage Program
6. Paid vacation days

Office of Human Resources  
GH 209C

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[www.lemoyne.edu/hr](http://www.lemoyne.edu/hr)  
[portal.lemoyne.edu](http://portal.lemoyne.edu)

[facebook.com/lemoynehr](https://facebook.com/lemoynehr)  
[twitter.com/lemoynehr](https://twitter.com/lemoynehr)

## Other miscellaneous benefits

**Goodyear.** 10% discount at Goodyear

**Verizon.** Verizon Wireless currently offers a 19% discount to the college employees on Nationwide Single or Nationwide Family Share calling plans \$34.99 or higher. College employees may sign up for the discount by going to:

<https://www.verizonwireless.com/b2c/employee/maildomainauthentication.jsp>

**AT&T.** AT&T Wireless currently offers a 20% discount to the college employees on voice and data plans with a 2 year service agreement. Additionally, they offer free activation, free shipping & handling, and a \$25.00 credit when customers order a new cell phone online. Go to: [www.wireless.att.com/universities](http://www.wireless.att.com/universities). Proof of employment will be required. Go to the section titled "Students & Faculty" and enter your Le Moyne College email address.

Existing AT&T customers may call 866-355-8923 to call and enroll in the discount program.

**Microsoft products.** This agreement gives us the license to provide some of these products for use on personal home computers. You may purchase one (1) copy of Microsoft Windows 7, and one (1) copy of Office 2010, or Office 2011 for the Mac from IT for \$20.00 each.

You must show your Le Moyne ID and you will also be required to sign an agreement stating that you understand the software is for campus-related use only and that if you leave the College or the College does not renew its agreement next year, you will remove the software.

Please contact Kathy Gervasi at [gervasi@lemoyne.edu](mailto:gervasi@lemoyne.edu)

**Adobe products.** This offer extends discounted pricing for Adobe products like Acrobat, Photoshop, Dreamweaver, Creative Suite and more for home use to our faculty, staff, and students. These licenses are full working perpetual licenses with no time limit or expiration. The software does not include full-point upgrades but may include minor upgrades.

<http://www.schoolworld.com/lemoyne> to place your order.

| Benefit  | Description  | Who pays for the benefit                                      | When you are eligible   |
|--|--|---|---|
| <b>Health Benefits:</b><br>1. Medical Plans & Prescription Drugs<br><br>2. Dental Plan<br><br>3. Vision<br>4. Flexible Spending Accounts   | PPO-L, HealthyBlue, SimplyBlue<br>Mail Order Drug Program<br>Excellus BCBS Insurance<br><br>Sterling Optical Discount Card<br>Health & Dependent Care  | Emp & LMC<br><br>Emp & LMC<br><br>Emp<br>Emp                  | 1 <sup>st</sup> of the month following date of hire<br><br>1 <sup>st</sup> of the month following 6 months of employment<br>Date of hire<br>1 <sup>st</sup> of the month following date of hire |
| <b>Protection benefits</b><br>1. Life and Accidental Death & Dismemberment<br>2. Long-term disability (LTD)<br><br>3. Short-term disability (STD)<br>4. Worker's Compensation  | Life Ins = 2.5 X base pay<br>LTD<br><br>STD<br>Worker's Compensation   | LMC<br>LMC<br><br>LMC<br>LMC                                  | 1 <sup>st</sup> of the month following date of hire<br>1 <sup>st</sup> of the month following 1 yr of employment<br>Date of hire<br>Date of hire  |
| <b>Retirement</b><br>1. Retirement Annuity Plan<br>(before-tax and Roth options)   | EE Contributes (at least) 3.5% and<br>LMC Contributes 9.5%<br><br>EE can contribute additional to<br>RA or SRA accts.  | Emp<br>LMC<br><br>Emp   | Date of hire  |
| <b>Voluntary benefits</b><br>1. AFLAC Cancer, Accident, Hospital Insurance<br>2. Voluntary Life & AD&D<br><br>3. MetLife Auto & Home<br>4. Credit Union Membership   | Voluntary plans<br>Available to you, spouse, and dependents<br>Auto & home insurance<br>Summit Federal   | Emp<br><br>Emp<br>Emp<br>Emp                                  | Within 31 days of hire or open enrollment<br>Within 31 days of hire or open enrollment<br><br>Date of hire<br>Date of hire  |
| <b>Campus benefits</b><br>1. Henninger Athletic Center<br>2. Dining Facilities<br>3. On-site parking<br>4. W. Carroll Coyne Center for the Performing Arts<br><br>5. College Bookstore   | On-campus gym and pool<br>On-campus dining<br>Free parking passes<br><br>PAC event discounts<br><br>10% discount off specific items  | LMC<br>Emp<br>LMC<br><br>Emp<br><br>Emp                       | Date of hire<br>Date of hire<br>Date of hire<br><br>Date of hire<br><br>Date of hire  |
| <b>Work/Life Balance</b><br>1. Pre-scheduled paid holidays & discretionary holidays<br>2. Employee Assistance Program<br><br>3. Tuition remission/Assistance Programs<br><br>4. Guaranteed Mortgage Program<br><br>5. Educational/Training Programs<br>6. Discount Programs<br>7. Paid vacation days | -11 days/calendar year;<br>Holy Thursday & Dec. 26-31<br>-Free, confidential program to help you and/or your family<br>-Tuition remission, FACHEX, Tuition Exchange Program<br>-LMC guarantees the loan for employees buying a home; only for specific properties<br><br>-10-20 for non-exempt emps; 15-25 for exempt emps (based on yrs of service) | LMC<br><br>LMC<br><br>LMC<br><br>LMC<br><br>LMC<br>LMC<br>LMC | Date of hire<br><br>Date of hire<br><br>Date of hire (EE); following 3 yrs of employment for spouse & dependents<br><br>Date of hire<br><br>Date of hire<br>Date of hire                        |