



UMGC BENEFITS OVERVIEW

For Regular Exempt
Employees



Thank You for Considering UMGC!

University of Maryland Global Campus (UMGC) offers a generous benefits package with plenty of options. Benefit premiums depend upon the coverage selected and the number of family members covered. Here is a brief snapshot of what's available.

Working at UMGC

UMGC is not just a great place to learn. It's also a great place to work. The university offers an array of career options, along with ample opportunities for growth and advancement.

Medical Plans

A variety of health plan options (with vision benefits included) from which to choose:

- Two Preferred Provider Organization (PPO) plans
- Two Exclusive Provider Organization (EPO) plans
- One Integrated Health Model (IHM) plan

Prescription Plan

Covers the cost of approved prescription drugs at participating pharmacies, subject to nominal copayments

Dental Plans

Two dental plans from which to choose:

- Dental Preferred Provider Organization (DPPO) plan
- Dental Health Maintenance Organization (DHMO) plan

Flexible Spending Accounts

Allows you to pay for medical and/or dependent care expenses with pretax dollars

Accidental Death and Dismemberment Insurance

- Offered through MetLife
- No medical exam required
- Provides coverage for accidents that occur on or off the job

Please note: You must enroll in the benefits described above within the first 60 days of employment, during the annual open enrollment period, or within 60 days of experiencing a qualifying event.

**Outstanding Benefits That Fit the Lifestyle
of You and Your Family—**

**ANOTHER GOOD REASON
WHY YOU BELONG AT UMGC!**

UMGC BENEFITS OVERVIEW—REGULAR EXEMPT EMPLOYEES

Term Life Insurance

Offered through Unum or MetLife

Long-Term Disability Insurance

Offered through Unum

Time Off

- 22 days of time off
- 3 days of personal time off
- 15 days of sick time off
- 14 state holidays (15 in a general election year)

Retirement—Mandatory Participation

Newly hired employees must choose one of two plans:

- Optional Retirement Program
 - UMGC contributes 7.25 percent of your salary
 - Funds must be invested through TIAA or Fidelity Investments
- Maryland State Retirement and Pension System (MSRPS)
 - State contributes an actuarially determined amount
 - Employee contributes 7 percent of annual salary

Retirement—Supplemental Plans

In addition to selecting a mandatory retirement plan, employees may elect to participate in a supplemental retirement account (SRA) plan in which they decide on a dollar amount to contribute per pay. Choices include 401(k), 403(b), 457(b,) and various Roth plans. The vendors are TIAA, Fidelity Investments, and Maryland Supplemental Retirement Plans with Nationwide as the administrator.

Tuition Remission

- Immediate eligibility for all regular exempt staff, including full-time or part-time (at least 50 percent) employees
- Spouses and dependent children eligible for undergraduate tuition remission after two years of service

Spouse and Dependent Scholarship

- Tuition covered for one undergraduate or graduate course per semester at UMGC, based on fund availability
- Only applicable when tuition remission not available

Direct Deposit

Direct deposit is available to regular exempt employees. Paychecks will automatically be deposited directly into an employee's checking account once the employee completes a direct deposit authorization form.

About UMGC

University of Maryland Global Campus was founded more than 70 years ago specifically to serve the higher education needs of working adults and servicemembers. Today, UMGC continues its global tradition with online and hybrid courses, more than 140 classroom and service locations worldwide, and more than 90 degrees, certificates, and specializations backed by the reputation of a state university and the University System of Maryland. For more information, visit umgc.edu.

Equal Employment Opportunity

UMGC is an Equal Opportunity Employer. For more information, please see UMGC's Affirmative Action, Equal Opportunity, and Sexual Harassment Policy at umgc.edu/eeo.

Annual Safety and Security Report

The Annual Safety and Security Report is available to prospective employees and includes information about campus crime and security. Please visit umgc.edu/security to view the report.

NOTE: This document presents highlights of benefits plans. Actual plan documents prevail in all situations involving questions or issues.

Questions? Need Additional Information?

umgc.edu/careers



University of Maryland Global Campus is accredited by the Middle States Commission on Higher Education, 3624 Market Street, Philadelphia, PA 19104 (267-284-5000), an institutional accrediting agency recognized by the U.S. Secretary of Education and the Council for Higher Education Accreditation. UMGC is a constituent institution of the University System of Maryland and is governed by the USM Board of Regents. UMGC is certified to operate by the State Council of Higher Education for Virginia (SCHEV). 9625 Belvoir Road, Barden Education Center, Building 1017, Room 128, Fort Belvoir, VA 22060.