

2018 SUMMARY OF CALTECH BENEFITS

STAFF AND POSTDOCTORAL SCHOLARS



You are eligible for the Caltech benefits described in this summary if you are regularly scheduled to work 20 or more hours per week

Important reminder: If you want medical, dental and/or vision coverage (and certain other benefits), you must enroll within 31 days of your date of hire. Enroll at MyBenefits.caltech.edu. If you don't have access to a computer, call the Benefits team at (626) 395-6443

MEDICAL (SOUTHERN CALIFORNIA)*

Anthem HMO	Anthem High-Deductible PPO	Kaiser HMO
In-network preventive care is covered 100% in all of the Caltech medical plans.		
<ul style="list-style-type: none"> You must use Anthem HMO doctors and other health care providers You must choose a primary care doctor or group Referrals are required for most specialists No annual deductible Pays 100% for covered services after you pay any applicable flat-dollar copay 	<ul style="list-style-type: none"> Includes a Health Savings Account (HSA) option that lets you save tax-free money for current and future qualified health care expenses You can receive care from any doctor or hospital, but you save money when you use those in the Anthem PPO network No primary care doctor required No referrals required You pay a flat-dollar copay for certain preventive care prescription drugs For other covered services, you must meet an annual deductible; then you and the plan share the cost 	<ul style="list-style-type: none"> You must use Kaiser doctors and facilities You do not have to choose a primary care doctor Referrals are required for most specialists No annual deductible Pays 100% for covered services after you pay any applicable flat-dollar copay

*in addition to the Anthem High-Deductible PPO, alternative medical plans are available outside of Southern California.

DENTAL

Delta Dental	MetLife DHMO/Safeguard
<ul style="list-style-type: none"> You can receive care from any licensed dental provider, but you save money by using Delta Dental PPO dentists After you meet an annual deductible, the plan pays a percentage of the cost for covered services 	<ul style="list-style-type: none"> You must use MetLife DHMO/Safeguard dentists You must choose a MetLife DHMO/Safeguard participating dentist at the time you enroll You pay a flat-dollar copay for most covered dental services

VISION

Vision Service Plan (VSP)
<ul style="list-style-type: none"> Coverage for eye exams, glasses and contact lenses Discounts on frames and lenses and some other services when you use VSP providers

FLEXIBLE SPENDING ACCOUNTS (FSAS)*

- Let you set aside tax-free dollars through automatic payroll deductions throughout the year
- You can use the tax-free money in your FSA to pay for eligible expenses
- The **Health Care FSA** is for eligible health care expenses for yourself and your dependents
- The **Dependent Day Care FSA** is for eligible day care expenses for a dependent child under the age of 13 or for a disabled family member

LONG TERM DISABILITY (LTD)*

Basic

- Fully paid by Caltech
- After six months of an eligible disability, replaces 40% of your regular salary

Supplemental

- If you want more coverage, you can choose supplemental LTD
- Provides an additional benefit of 20% of your regular salary, so you receive a total benefit equal to 60% of your regular salary

LIFE INSURANCE*

Basic

- Fully paid by Caltech
- Coverage is equal to 1 times your annual salary, rounded to next higher \$1,000, up to a maximum of \$50,000

Supplemental

- If you want more coverage, you can choose supplemental life insurance for yourself
- You can choose 1, 2, 3, 4 or 5 times your annual salary (rounded up to the next 10,000), up to \$1,000,000
- You can also choose dependent life insurance for your spouse and children

PERSONAL ACCIDENT INSURANCE*

- Provides a benefit if you die or have a serious injury (for example, if you lose a limb, lose your eyesight, or suffer paralysis), as a result of a covered accident
- You can choose from a variety of coverage amounts for yourself only or for yourself and your dependents

SICK LEAVE, PAID VACATION, HOLIDAY

- Postdocs: Visit the Faculty Handbook at: provost.caltech.edu/faculty_handbook
- Staff: Visit the Staff Handbook at: hr.caltech.edu

ADDITIONAL BENEFITS

Visit MyBenefits.caltech.edu for details about:

- Short-term disability (STD)
- Medical Evacuation and Repatriation (MER)
- Business travel accident
- Extra-hazardous duty insurance
- Long Term Care insurance
- Auto, home, and pet insurance

ADDITIONAL SERVICES

Visit hr.caltech.edu for details about:

- Direct payroll deposit
- Tuition reimbursement
- Child Care Assistance Program
- Child care services
- Staff and Faculty Consultation Center (our employee assistance program)
- Caltech Credit Union

For more information and to enroll, log in to MyBenefits.caltech.edu.

If you don't have access to a computer, call the Benefits team at (626) 395-6443.

CALTECH RETIREMENT PROGRAM

The Caltech Retirement Program includes two plans:

- ✓ The **Caltech Base Retirement Plan** to which Caltech contributes
- ✓ The **Caltech Voluntary Retirement Plan**, which lets you make additional contributions for your retirement savings on a pre-tax basis

CALTECH BASE RETIREMENT PLAN

- You become eligible for the Caltech Base Retirement Plan on the first of the month following the completion of the plans waiting period as indicated below. The amount that Caltech contributes is based on your years of service, age and percentage of your salary.

Completed Service	Caltech Contributes (percentage of salary)
Regular Staff - 6 months	5%
Postdoctoral Scholars – 24 months <small>- Fellowship stipends distributed by Caltech are not considered "salary" eligible for retirement contributions.</small>	5%
10 or more years of Service: <ul style="list-style-type: none"> • Under age 50 • Over age 50 	8% 12%

- On that date, Caltech will automatically begin contributing money to a plan account in your name.
- You own the full value of your account and can take it with you if you leave Caltech.
- You can choose from a variety of investment options through TIAA.
- You will automatically receive enrollment information from TIAA to enroll in the plan.
- If you do not enroll and make your elections, you will automatically be enrolled and your investment will default to the Lifecycle Funds and your beneficiary will default to your estate.

CALTECH VOLUNTARY RETIREMENT PLAN

- This plan lets you set aside money from your paychecks before taxes are taken out.
- You can enroll at any time during the year, there is no waiting period.
- You choose how much you want to contribute up to the annual limit.

- You choose from a variety of investment options through TIAA.
- You will automatically receive enrollment information from TIAA to enroll in the plan.

QUALIFIED DEFAULT INVESTMENT ALLOCATION (QDIA) PROVISIONS

- For those who do not provide investment instructions for the Caltech Base Retirement Plan and the Voluntary Retirement Plan, contributions are automatically invested in a default investment fund, which is the age based TIAA Institutional Share Class Lifecycle Fund that corresponds to your estimated date of retirement. The target date of a Lifecycle Fund is an approximate date when investors may plan to begin withdrawing from the fund (see chart below).
- If you do not provide beneficiary information, your beneficiary will default to your estate.
- You may change the investment allocation and provide your beneficiary information at any time at www.tiaa.org/caltech or call TIAA at 800-842-2252.

If Your Year of Birth is:	The Default Lifecycle Fund is:
1948 or earlier	Lifecycle Fund 2010
1949 to 1953	Lifecycle Fund 2015
1954 to 1958	Lifecycle Fund 2020
1959 to 1963	Lifecycle Fund 2025
1964 to 1968	Lifecycle Fund 2030
1969 to 1973	Lifecycle Fund 2035
1974 to 1978	Lifecycle Fund 2040
1979 to 1983	Lifecycle Fund 2045
1984 to 1988	Lifecycle Fund 2050
1989 to 1993	Lifecycle Fund 2055
1994 to 1998	Lifecycle Fund 2060
	Lifecycle Retirement Income Fund

RETIREMENT PLANS FEE DISCLOSURE

Fee disclosure information is provided annually for the Caltech Base Plan and the Voluntary Retirement Plan in an effort to help you make well-informed decisions about investing for your retirement. Federal regulations require California Institute of Technology to provide specific plan and investment details about your investment options and expenses associated with those investments. The disclosure statement provides you with:

Summary of Plan Services and Costs - This provides you with Information about administrative fees, individual transaction expenses and your right to direct investments.

Investment Options Comparative Chart - This provides information about the investment options available to you with appropriate performance and expense information included.

To access the fee disclosure statement and current date information go to www.tiaa.org/planinvestmentoptions. On the left hand side enter the Plan Number associated with each Caltech plan:

- Base Retirement Plan – 403497
- Voluntary Retirement Plan - 403498

For assistance or additional information about all the Caltech Retirement Plans, go to www.tiaa.org/caltech or call TIAA directly at (800)842-2252 Monday through Friday, 8 a.m. to 10 p.m., and Saturday, 9 a.m. to 6 p.m. (ET).

2018 SUMMARY OF CALTECH BENEFITS STAFF AND POSTDOCTORAL SCHOLARS



Plan Costs

MEDICAL*

MONTHLY CONTRIBUTIONS*				
	Employee Only	Employee + Child(ren)	Employee + Spouse	Employee + Family
Southern California: Campus and JPL				
Anthem HMO	\$136	\$284	\$323	\$504
Kaiser HMO	\$100	\$216	\$244	\$390
Anthem High-Deductible PPO	\$95	\$199	\$226	\$356
Washington State: Campus				
Kaiser WA HMO (previously Group Health HMO)	\$100	\$216	\$244	\$390
Anthem High-Deductible PPO	\$95	\$199	\$226	\$356
Owens Valley: Campus				
Anthem Owens Valley	\$100	\$216	\$244	\$390
Anthem High-Deductible PPO	\$95	\$199	\$226	\$356
Washington DC: JPL				
Kaiser HMO Mid-Atlantic	\$100	\$216	\$244	\$390
Anthem High-Deductible PPO	\$95	\$199	\$226	\$356
Other Locations: Campus and JPL				
Anthem BlueCard	\$100	\$216	\$244	\$390
Anthem High-Deductible PPO	\$95	\$199	\$226	\$356

DENTAL*

MONTHLY CONTRIBUTIONS*				
	Employee Only	Employee + Child(ren)	Employee + Spouse	Employee + Family
Delta Dental	\$13	\$29	\$33	\$52
MetLife DHMO/Safeguard	\$2	\$4	\$5	\$10

VISION*

MONTHLY CONTRIBUTIONS*				
	Employee Only	Employee + Child(ren)	Employee + Spouse	Employee + Family
VSP (all locations)	\$2	\$3	\$3	\$6

*Please Note: Premium cost sharing by the Institute for the medical, dental and vision plans is limited to individuals either receiving a monthly compensation of \$1,000 paid by Caltech, or having designated external funding as an Institute allowance for this purpose. This usually applies for postdoctoral scholars and visiting associates.

SUPPLEMENTAL LONG TERM DISABILITY (LTD)

The monthly cost for Supplemental LTD Insurance is **\$0.19 for each \$100 of Basic Monthly Earnings**. For example, if your Basic Monthly Earnings are \$2,000, your monthly cost for Supplemental LTD is \$3.80 [(\$0.19 x \$2,000) ÷ \$100 = \$3.80].

SUPPLEMENTAL LIFE INSURANCE

The cost for Supplemental Employee Life Insurance is calculated based on the employee's age (see chart below).
 The cost for Supplemental Spouse Life Insurance is based on your spouse's age (see chart below).
 The cost for Supplement Child Life is \$0.84 per month, regardless of how many children you have.

AGE	MONTHLY COST PER \$1,000 OF COVERAGE
Under 30	\$0.04
30 to 34	\$0.05
35 to 39	\$0.07
40 to 44	\$0.09
45 to 49	\$0.13
50 to 54	\$0.18
55 to 59	\$0.31
60 to 64	\$0.53
65 to 69	\$0.99
70 and older	\$1.61

PERSONAL ACCIDENT INSURANCE

Note: If you choose more than \$150,000 in coverage, benefits are limited to 10 times your annual salary.

MONTHLY COSTS				
Plan	Employee Coverage Amount*	I. Employee Only	II. Employee + Child(ren)	III. Family
A	\$10,000	\$0.26	\$0.30	\$0.38
B	\$25,000	\$0.64	\$0.74	\$0.96
C	\$50,000	\$1.26	\$1.46	\$1.90
D	\$75,000	\$1.90	\$2.18	\$2.86
E	\$100,000	\$2.50	\$2.90	\$3.80
F	\$125,000	\$3.14	\$3.64	\$4.76
G	\$150,000	\$3.76	\$4.36	\$5.70
H	\$200,000	\$5.00	\$5.80	\$7.60
I	\$250,000	\$6.26	\$7.26	\$9.50
J	\$300,000	\$7.50	\$8.70	\$11.40
K	\$350,000	\$8.76	\$10.16	\$13.30
L	\$400,000	\$10.00	\$11.60	\$15.20
M	\$450,000	\$11.26	\$13.06	\$17.10
N	\$500,000	\$12.50	\$14.50	\$19.00

*For dependent coverage amounts, refer to section 5 in the Caltech Benefits Handbook at MyBenefits.caltech.edu.

VOLUNTARY INSURANCE

- Vehicle, Home/Renters and Pet Insurance
 - For cost information and to purchase coverage, call MetLife at (800) 438-6388.
- Long Term Care Insurance
 - For cost information visit www.genworth.com/caltech

MEDICAL EVACUATION AND REPATRIATION (MER) PLAN

The annual cost for the MER Plan is \$85 per covered person. If you elect MER coverage, the entire annual cost will be deducted from your first paycheck in 2018.



hr.caltech.edu
 hrbenefits@caltech.edu
 (626) 395-6443