



Bryant University

2023 Benefit Summary Guide

(For employees scheduled to work 1,000 hours or more within a calendar year)

BENEFIT	CARRIER/PRODUCT	FEATURES/COVERAGE	ELIGIBILITY	COST
Medical Insurance	Blue Cross Blue Shield of Rhode Island <ul style="list-style-type: none"> Premium Base Value HDHP 	BCBS Plan Highlights	First day of the month following date of hire.	Cost share based on annual salary and plan selected.
Dental Insurance	Delta Dental <ul style="list-style-type: none"> Basic Expanded 	Dental Highlights	First day of the month following date of hire.	Cost share for basic plan is 25% of premium. Buy-up for expanded.
Flexible Spending Accounts	VOYA <ul style="list-style-type: none"> Medical Care Reimbursement Account Dependent Care Reimbursement Account 	Provides the opportunity to pay for uncovered medical expenses and/or dependent care expenses with pre-tax dollars.	First day of the month following date of hire.	Paid in full by the employee.
Life Insurance	Sun Life	GTL Certificate	First day of the month following date of hire.	Paid in full by the University.
Disability Insurance	Sun Life	LTD Highlights	First of month following first anniversary of full-time employment.	Equal share of cost by the employee and the University.

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BENEFIT	CARRIER/PRODUCT	FEATURES/COVERAGE	ELIGIBILITY	COST
Voluntary Benefits	MetLife <ul style="list-style-type: none"> • Accident Protection Plan • Critical Illness Plan • MetLaw Legal Services Plan 	Supplemental income protection plans offered to create greater financial safety for you and your family.	First day of the month following date of hire.	Paid in full by the employee.
	Farmers Insurance <ul style="list-style-type: none"> • Auto & Home Insurance 	Pay for Auto and Home Insurance through direct payroll deduction and receive discounted rates.	Immediately	Paid in full by the employee.
	Allstate Identity Protection	Protection from a wide range of identity threats, so you can keep loving what technology adds to your life.	First day of the month following date of hire.	Paid in full by the employee.
	Invesco <ul style="list-style-type: none"> • CollegeBound 529 Plan 	A tax-advantaged 529 college savings program.	First day of the month following date of hire.	Paid in full by the employee.
	Employee Vision Trust Vision Service Plan (VSP)	<ul style="list-style-type: none"> • Vision exam every 12 months • Lenses every 12 months • Frames every 24 months • Elective contact lenses • Laser corrective surgery discount 	First day of month following one full month of employment.	Paid in full by the employee.
Retirement	TIAA Fidelity Investments	Summary Plan Description	Eligible after two years of continuous employment. (Waiver of waiting period available, contact Human Resources).	No contribution by employee required.

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BENEFIT	CARRIER/PRODUCT	FEATURES/COVERAGE	ELIGIBILITY	COST
Tax Sheltered Annuity (SRA)	TIAA Fidelity Investments	Summary Plan Description	First of the month after completion of enrollment forms.	Paid in full by the employee.
Employee Assistance Plan	Coastline EAP	Confidential counseling and referral services/resources for employee or members of the employee's household.	Immediately	Paid in full by the University.
Educational Benefits	Tuition Remission	Remission for tuition at Bryant University for employee, spouse, and legal dependents.		<i>Employee – 100%</i> <i>Dependents – per schedule</i>
	Fellowship Program (Exempt Employees Only)	Remission for tuition associated with a work-related advanced degree at an accredited institution. (Subject to program limits; approval required).		
	Executive Development Center	Wide range of professional continuing education and training programs.	Immediately	Discounted rates available
	Tuition Exchange Program	Scholarships for dependent children under age 24 to attend a Tuition Exchange member institution.	Eligible for next annual cycle.	

BENEFIT	CARRIER/PRODUCT	FEATURES/COVERAGE	ELIGIBILITY	COST
Paid Time Off	Vacation	Varies by employee classification/years of service – 10 to 20 days/year (Service Employees 5 days in year 1).	Immediately	
	Sick Time/Salary Continuation Program	Provided to prevent financial loss due to illness – annual accrual varies by employee classification.	Immediately	
	Holidays	Varies by employee classification – outlined in the Employee Handbook and/or applicable Collective Bargaining Agreement.	Immediately	
	Personal Days	Varies by employee classification – outlined in the Employee Handbook and/or applicable Collective Bargaining Agreement.	Immediately	
Health and Wellness	Elizabeth and Malcom Chace Athletic and Wellness Center	Free Employee membership to fitness center.	Immediately	
	BCBS Wellness Incentive Program	Opportunity to receive a \$300 premium discount each year.	Immediately	

Important Note:

This is a benefits summary and is not intended to provide a complete plan description. If there is any difference between the information in this summary and the plan documents, the plan documents will govern. Bryant University reserves the right to modify, amend or terminate benefit plans at any time subject to applicable law.

In some cases, Collective Bargaining Agreements may alter or modify personnel policies and benefits described herein. In these cases, the applicable provisions of the current Collective Bargaining Agreements in coordination with the plan documents will prevail.

Benefits enrollment is not automatic. Appropriate enrollment application forms must be completed and submitted for coverage to take effect.