

**CORNERSTONE UNIVERSITY**  
**SUMMARY OF BENEFITS**  
**Eligibility – Full-time**

<b>BENEFIT</b>	<b>FACULTY</b>	<b>SALARIED STAFF</b>	<b>HOURLY STAFF</b>
<b>Medical/Dental/Vision Insurance</b>	Full Family Coverage, premiums vary with option selected.	Full Family Coverage, premiums vary with option selected.	Full Family Coverage, premiums vary with option selected.
<b>Flex Spending Accounts</b> Medical Reimbursement and Dependent Care Reimbursement	Yes	Yes	Yes
<b>Life Insurance</b>	\$50,000	\$50,000	\$50,000
<b>L/T Disability Insurance</b>	60% of salary after 90 days of disability; coverage effective at beginning of employment	60% of salary after 90 days of disability; coverage effective at beginning of employment	60% of salary after 90 days of disability; coverage effective at beginning of employment
<b>Retirement (403B TSA)</b> Choices of investments are with TIAA	4% salary contribution funded by Cornerstone after one year of employment plus 3% matching available; voluntary contributions may be made during the first year of employment	4% salary contribution funded by Cornerstone after one year of employment plus 3% matching available; voluntary contributions may be made during the first year of employment	4% salary contribution funded by Cornerstone after one year of employment plus 3% matching available; voluntary contributions may be made during the first year of employment
<b>Educational Benefits</b> Benefit only applies to classes taken at Cornerstone University or GR Theological Seminary	<b>Employee:</b> 100% remission in all CU programs after 1 year of employment <b>Spouse:</b> 50% remission in all CU programs after 1 year of employment <b>Dependents:</b> 100% remission for tuition , technology fee, and registration fee after 1 year of employment	<b>Employee:</b> 100% remission in all CU programs after 1 year of employment <b>Spouse:</b> 50% remission in all CU programs after 1 year of employment <b>Dependents:</b> 100% remission for tuition , technology fee, and registration fee after 1 year of employment	<b>Employee:</b> 100% remission in all CU programs after 1 year of employment <b>Spouse:</b> 50% remission in all CU programs after 1 year of employment <b>Dependents:</b> 100% remission for tuition , technology fee, and registration fee after 1 year of employment
<b>Vacation Days</b>	N/A	10 days for the first three years of employment 15 days for the next five years of employment 20 days after eight years of employment	10 days for the first three years of employment 15 days for the next five years of employment 20 days after eight years of employment
<b>Sick Days</b>	N/A	10 days per year Accumulate up to 65	10 days per year Accumulate up to 65
<b>Lunch Plan in Cafeteria</b>	Payroll Deduction Meal Plans Offered Annually at Open Enrollment	Payroll Deduction Meal Plans Offered Annually at Open Enrollment	Payroll Deduction Meal Plans Offered Annually at Open Enrollment
<b>Moving Allowance</b>	Yes	Upper Management Only	No
<b>Free Admission to Athletic Events</b>	Yes	Yes	Yes
<b>University Bookstore 20% Discount</b>	Yes	Yes	Yes
<b>Employee Development</b> Includes seminars, conferences, and graduate degree completion. <i>This is not an employee benefit or right, but a professional development activity.</i>	There is a fixed dollar limit per year per faculty member	Covered in full for seminars and conferences: continuing education may be covered in full if job related and under discretion of the Vice President of the respective division.	Covered in full for seminars and conferences: continuing education may be covered in full if job related and under discretion of the Vice President of the respective division.