

This overview is provided as a summary of benefits available to **Part-Time Employees** of the College. Because there are many benefits and a number of important facts about each benefit, this is intended only as a summary. In case of conflict between this sheet and the actual plan document, the latter prevails.

BENEFIT	DESCRIPTION	ELIGIBILITY	COST	WHEN TO ENROLL	HOW TO ENROLL
VOLUNTARY BENEFITS					
Vision Plan VSP	Vision care plan accepted by many providers with \$15 copay for routine eye exam annually; \$20 copay for frames every 24 months; \$20 copay for single vision, bifocal, or trifocal lenses; option of contact lenses every 12 months in lieu of glasses.	All employees and retirees.	You pay the entire premium at lower negotiated group rate.	Eligible employees can enroll within 31 days from date of hire/new assignment or qualifying event.	Complete the enrollment paperwork and send it to the vendor. Coverage is effective the first of the month following enrollment.
Identity Theft Protection Aura	Employees choose between Total Monitoring and Premier Services. Protection includes a credit score analysis, credit monitoring, 24/7 dark web monitoring, identity restoration and more.	All employees and eligible family members on first of month following hire date.	You pay the entire premium at lower negotiated group rate.	Eligible employees can enroll within 31 days from Date of hire/new assignment.	Employees can enroll online. Coverage is effective the first day of the month following date of enrollment.
Employee Assistance Program SupportLinc	Employees can call the EAP to receive confidential guidance and assistance with family issues, finding child and adult care, workplace concerns, legal and financial issues, stress, health and wellness, and any other issues that concern them.	All employees and members of your household are eligible on your first day of employment.	No cost to you.	N/A	N/A
<p>The EAP offers up to six free in-person or virtual visits with a counselor per issue, per year, for everyone living in your household. Legal consultation, financial planning and</p>					
RETIREMENT PROGRAMS					
403(b) Defined Contribution Plan Transamerica	Employees can make pre-tax contributions and/or Roth post-tax contributions through payroll deduction.	All employees.	You choose the amount up to IRS limits for retirement programs.	Employees can enroll at any time.	Login to www.transamerica.com/portrait/ivyretirement
457(b) Deferred Compensation Plan Transamerica	Employees can make pre-tax contributions and/or Roth post-tax contributions through payroll deduction.	All employees.	You choose the amount up to IRS limits for retirement programs.	Employees can enroll at any time.	Login to www.transamerica.com/portrait/ivyretirement
<p>Contributions begin as soon as administratively possible.</p>					
EDUCATIONAL ASSISTANCE					
Fee Remission Waiver	Ivy Tech courses up to 6 credit hours per semester during the term the employee is actively employed. The spouse and/or dependent children may also enroll for up to 6 credit hours per semester provided the eligibility criteria are met.	A permanent part-time employee that has completed one full year of service with the College.	Tuition and Ivy+Textbook Fees are waived.	Eligible employees must complete Fee Remission form prior to the start of the term.	Contact your local Human Resources Department to obtain the Fee Remission Waiver form.

Detailed information about the benefits listed here can be found on the Benefits Website and the Adjunct Faculty Resource Center. Additional information pertaining to open enrollment periods will be emailed to your Ivy Tech email and posted on the Benefits Website.