Insurance Options

Health, dental and vision coverage is available on the date of your employment or the date you become benefit eligible. Coverage for your spouse or sponsored adult dependent and/or child(ren) is also available. Learn more at umurl.us/research.

Life insurance options include basic, additional and dependent life coverage. Long-term disability insurance includes a core plan and a buy-up option. The core plan is available at no cost to you. Accidental death and dismemberment (AD&D) insurance offers options up to $150,000 in coverage, available in increments of $25,000. You may also purchase coverage for your family at a percentage of your coverage. Learn more about the plans at umurl.us/dlins.

You may be eligible to participate in one or more Flexible Spending Accounts that allow pre-tax deductions to be used for health care and dependent care expenses. Learn more at umurl.us/FSA. Enrollment in the Healthy Savings Plan may mean you are eligible for a Health Savings Account with employer contributions. Learn more at umurl.us/HSA.

For more information, visit https://www.umsystem.edu/totalrewards/benefits.

Health and Wellness Tools and Resources

Visit https://universitymissouri.welcometouhc.com to find an in-network doctor or hospital, or to navigate the tools, programs, resources and other wellness programs available to you. Check out some of our most popular health and wellness resources below:

- Access a personalized view of your benefits and other plan-specific information at myuhc.com.
- Access virtual visits through UHC or MU Health Care, depending on your plan. Visit umurl.us/virtualvis for more.
- Our UHC Nurse Liaison is available to provide advice and support. Learn more at umurl.us/nurse.
- Learn about Real Appeal and other programs to help you eat well at umurl.us/eatwell.
- Get wellness reminders, earn rewards and find a health-minded community at werally.com.
- See a complete overview of UM System and applicable UHC health and wellness resources at umurl.us/wellness.

Retirement

The Defined Contribution (DC) Plan is the retirement program for new and returning employees hired on or after October 1, 2019. The plan includes a 100% university match up to 8% of eligible compensation; and a three-year vesting period. For more information, please visit umurl.us/retirement.

Voluntary Retirement Plans are also available to all employees who wish to invest for their future. The university also offers Roth Retirement Deferrals on an after-tax basis. For more information, including both pre-tax and Roth after-tax options, visit umurl.us/retplans. To sign up for complimentary investment and financial planning workshops, please visit umurl.us/retsem.

Employee Assistance Program

All employees and their immediate family members have access to free, confidential help for personal challenges including stress management, family concerns, substance abuse, financial pressure, legal problems and more. Learn more at umurl.us/EAP.
Tuition Assistance

After successful completion of your probationary period, you may receive a 75 percent tuition reduction for up to six credit hours per semester (a maximum of three during the summer session or intersession) at any UM System university. After a year of employment, your spouse, qualified sponsored adult dependent or child(ren) will qualify for a 50 percent tuition reduction at those same institutions. More information is available at umurl.us/tuition.

Paid Leave (40+ days per year)

<table>
<thead>
<tr>
<th>Personal Leave</th>
<th>Sick Leave</th>
<th>Vacation Days</th>
<th>Holiday Leave</th>
<th>Winter Break</th>
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</thead>
<tbody>
<tr>
<td>• 32 hours/year, prorated based on FTE.</td>
<td>• Eight hours/month, prorated based on FTE.</td>
<td>• Non-Exempt employees: accrue at a rate of 96 hours/ year. Accrual increases at five years of employment and again at 15 years.</td>
<td>Eight days observed annually, including New Year's Day, Martin Luther King Jr. Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day and the day after and Christmas Day.</td>
<td>• Paid time off to be used during the reduced operations period (between Christmas Day holiday and the day before the New Year’s Day holiday). Employees required to work during this time receive equivalent hours to use at a later date. Winter Break does not apply to University of Missouri Health Care employees.</td>
</tr>
<tr>
<td>• Replenished on anniversary of hire.</td>
<td>• Used for illness, injury, pregnancy or preventive care for the employee or their immediate family member.</td>
<td>• Exempt staff: accrue at a rate of 136 hours/year. Accrual increases at five years of employment. Must be earned before it is taken, and employees may accumulate twice their annual accrual.</td>
<td></td>
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<tr>
<td>• Unused days lost at the end of the anniversary year.</td>
<td>• Accrues without a max and does not expire.</td>
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</table>

Learn about these and other leave benefits, such as shared leave, organ and bone marrow donor leave and more at umurl.us/leave.

Additional Benefits

Our university focuses on enabling greater employee performance and supporting personal and professional growth to ensure we become a true employer of choice.

• Service awards: It is a privilege to recognize the achievements of our employees who have reached milestones in their career such as five, 10, 15, 20 or more years of service. The university celebrates these milestones with a certificate honoring their contributions.

• The UM System Staff Advisory Council works to create a positive work environment, promote the welfare and diversity of the staff and strengthen communication and relationships among UM System staff and administration. Learn more at umurl.us/sac.