Benefits Overview for School of Law Faculty

Blue Cross Blue Shield of RI-HealthMate Coast to Coast

<table>
<thead>
<tr>
<th>Base Earnings</th>
<th>Employee % Contribution</th>
<th>Individual Bi-Weekly Cost</th>
<th>Family Bi-Weekly Cost</th>
</tr>
</thead>
<tbody>
<tr>
<td>$49,999 or less</td>
<td>14%</td>
<td>$31.97</td>
<td>$85.07</td>
</tr>
<tr>
<td>$50,000 to $64,999</td>
<td>16%</td>
<td>$36.54</td>
<td>$97.22</td>
</tr>
<tr>
<td>$65,000 to $74,999</td>
<td>18%</td>
<td>$41.11</td>
<td>$109.37</td>
</tr>
<tr>
<td>$75,000 and over</td>
<td>20%</td>
<td>$45.67</td>
<td>$121.52</td>
</tr>
</tbody>
</table>

$25 Office Visit Co-Pay; including Specialists
$100 ER Co-pay
$25 Walk-in Co-pay
$15 Generic/$25 Preferred Brand Name/$40 Non Preferred Brand Name
In-Network Deductible: [1]
$5,000 Individual—Employee pays first $250 per calendar year; University pays remainder
$10,000 Family - Employee pays first $500 per calendar year; University pays remainder
Out of Network Deductible and Coverage [1]: See Summary of Benefits in B/C Package

Delta Dental of RI

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<th>Individual Bi-Weekly Cost</th>
<th>Family Bi-Weekly Cost</th>
</tr>
</thead>
<tbody>
<tr>
<td>$49,999 or less</td>
<td>14%</td>
<td>$1.92</td>
<td>$6.21</td>
</tr>
<tr>
<td>$50,000 to $64,999</td>
<td>16%</td>
<td>$2.20</td>
<td>$7.09</td>
</tr>
<tr>
<td>$65,000 to $74,999</td>
<td>18%</td>
<td>$2.47</td>
<td>$7.98</td>
</tr>
<tr>
<td>$75,000 and over</td>
<td>20%</td>
<td>$2.75</td>
<td>$8.86</td>
</tr>
</tbody>
</table>

$1,200 per person annual maximum
100% Preventative and minor restorative services
50% Periodontal and major restorative services
50% Orthodontics for dependent children up to $1,200 lifetime maximum
50% Single Tooth Implants and Tissue Regeneration
No deductible
Buyback available if health and dental insurance is waived
Family Medical and Dental Buyback $3,000 per year ($250 monthly)
Individual Medical and Dental Buyback $1,100 per year ($91.66 monthly)

100% Employer paid Term Life Insurance ($100,000 death benefit)
100% Employer paid Short and Long Term Disability Insurance
Short Term Disability will supplement Rhode Island Temporary Disability Insurance for 24 weeks
Long Term Disability will pay up to 60% of your base pay if disabled for more than 26 weeks
403(b) with TIAA-CREF or VALIC Retirement
Contribute 5% of salary and RWU will contribute 8% of salary
No waiting period to begin contributions and receive match
Immediate vesting

15 paid sick days accrued per year
14 paid holidays per year
5 paid bereavement days depending on relationship of deceased

Tuition Remission for employee, spouse, or dependent child for appropriately authorized educational programs at RWU [2]
Tuition Reimbursement for employee for classes taken at another institution [2]
Tuition Exchange and Council for Independent Colleges participation for spouse and dependent child(ren) [2]
Flexible Spending Plan for Unreimbursed Health, Dependent Care and Transportation Expenses
Worker’s Compensation
Free Parking

[2] Eligible after six months of continuous full time employment

These benefits are subject to change and should not be construed as an employment agreement.
See specific policies for full information regarding eligibility, coverage, restrictions and other requirements.