



Merrimack College values all employees and is committed to providing a menu of high quality, affordable and comprehensive benefits, with flexibility and choice to meet your needs. The benefits we offer range from medical plans to educational assistance and then some!

### COMPREHENSIVE BENEFITS, INCLUDING:

- Four quality medical care options through Harvard Pilgrim Healthcare
- Health Reimbursement Arrangement (HRA)
- Dental Insurance – Guardian Insurance
- Vision Insurance – VSP
- Legal Insurance – ARAG

### FLEXIBLE SPENDING ACCOUNTS

- Health Care Flex Spending Account (Pre-tax)
- Dependent Care Flex Spending Account (Pre-tax)

### PAID LEAVE POLICIES\*

- Parental Leave
- Family Medical Leave
- Short Term Disability
- Long Term Disability
- Critical Illness Insurance

*\*Subject to eligibility requirements*

### DISCOUNTS & SERVICES

In addition to our benefit programs, Merrimack offers the following discounts and services that may be valuable to you and your family:

- Liberty Mutual Policy discounts
- AT&T, Verizon, & Sprint monthly service discounts
- Andover YMCA, discounted membership rate
- On Campus Exercise Facility
- Discounted Merrimack College events – Sports events & Roger’s Center performances
- Merrimack College Bookstore Discount – 10%
- Weekly Faculty & Staff Socials held in the Merrimack Club
- Campus Post Office – onsite, full service United States Postal Service office
- Discounted software for personal use
- Public Service Loan Forgiveness – HR certifies forms submitted by eligible employees

### RETIREMENT PLANNING\*:

Partnering with TIAA-CREF Merrimack offers,

- Defined Contribution Plan with generous 8.5% employer match\*
- Additional saving opportunities through a supplemental retirement account, tax deferred annuity plan

*\*Subject to eligibility requirements*

### LIFE INSURANCE PLANS:

- Employer paid basic coverage, at 2x your annual salary
- Additional Voluntary Life Insurance options
- AD&D Insurance, fully funded by Merrimack College, plus additional voluntary plans





## SUMMARY OF BENEFITS: FACULTY

### EDUCATIONAL ASSISTANCE

As an institution of higher education, Merrimack College places great importance in making available educational opportunities and experiences for employees and their families.

**Tuition Remission** is a benefit extended to eligible employees and their qualified dependents that waives a specific percentage of tuition for a Merrimack education based on the employee's employment status (full-time, part-time, etc) and seniority with the College. At its core, Tuition Remission is a method to pay for tuition.

**Tuition Exchange** is a program that opens doors and creates opportunities through its reciprocal educational scholarship program — allowing the possibility for dependent children of eligible employees to significantly defray their higher education costs by receiving exchange scholarships to other participating educational institutions.

**Tuition Reimbursement** is available for full-time eligible employees who seek to undertake a program of higher education which is not available through Merrimack College directly, but is integral to the performance of the employee's current position.

### LIFEMART

LifeMart is a members-only discount shopping website, available through ADP, that provides discounts on nationally recognized brand-name products, services and local retailers. Employees experience real savings in categories including but not limited to:

- Travel
- Electronics
- Tickets
- Family Care
- Wellness
- Home & Auto
- Financial and Legal
- Apparel
- Flowers & Gifts
- Restaurants & Dining

### EMPLOYEE ASSISTANCE PROGRAM

WorkLifeMatters, an Employee Assistance Program through Guardian, provides employees and their family members with support services to promote well-being for a variety of daily living topics. This program is available at no cost, any time, any day!

### WORKLIFEMATTERS OFFERS SERVICES IN THE FOLLOWING AREAS:

- Stress management
- Overall wellness
- Child and elder care
- Special needs help
- Legal issues
- Financial planning tools
- And much more!