



Benefits at a Glance

2024-2025

Support for your health, finances, and life.



Health Insurance

- Comprehensive medical coverage including preventative & diagnostic care.
- There are three plans to choose from.

The three plans are designed to offer you choice and flexibility to maximize your healthcare coverage at different price points.



Dental Insurance

- Two unique plans both offering free preventative services (cleanings and x-rays).
- Both plans cover a full range of services including basic, major, and prosthodontics.
- Orthodontia benefit for adults and children.
- Employees choose the plan coverage and benefits that best fit their needs and budget.

Dental health is a critical component of one's overall health. The plans offered by Trinity encourage good oral hygiene and help to reduce the cost of dental care.



Vision Insurance

- The vision insurance plan offers provides an annual eye exam (\$10) and includes comprehensive benefits for glasses (frames and lenses) and contacts.
- Additional discounts on sunglasses, LASIK, and more.

Vision insurance helps reduce costs associated with glasses and contact lenses while supporting eye health for all plan participants.



Life/AD&D

- Provided at no cost to eligible employees.
- Employees receive 2x annual salary up to \$200,000.

University paid life insurance protects your loved ones from the financial hardships that could result if something happens to you.



Long-term Disability Insurance

- Long Term Disability provided at no cost (after one year).
- Policy pays out up to 60% of your monthly pay if you are unable to work.

Monthly payments help protect you from loss of pay as a result of a personal, continuous medical illness or injury.



Saving for retirement

- Competitive 403(b) retirement plan with generous employer match up to 6%.
- Wide range of investment options including target-date funds.
- Contributions may be made pre- or post-tax.
- Access to financial educational resources and tools.

Trinity supports employees as they save for retirement. With a range of investment options and education tools, we'll help you reach your financial goals.



Paid Family Leave

- Paid leave for caring for one's own serious health condition, the serious health condition of an immediate family member or are welcoming a new child (through adoption or birth).
- Paid family leave promotes health equity and supports family well-being.

Health Care Flexible Spending Account (FSA)

- Pre-tax savings account used to pay for eligible medical, prescription, dental, vision and other health expenses.
- 2024 annual maximum contribution is \$3,200.

The healthcare FSA helps you stretch your dollars further with tax-advantaged accounts.



Wherever you are in your life, we're here to support you.

HealthEquity

Dependent Care Flexible Spending Account (FSA)

- Pre-tax savings account used for eligible child care expenses.
- 2024 annual maximum contribution is \$5,000 (married) or \$2,500 (married, filing separately).

If you have child care expenses, this is an excellent way to make your dollars go further by putting aside pre-tax money for known expenses.



Transit Benefit

- Pre-tax savings account for transit expenses.
- 2024 annual monthly contribution is \$315.

We offer this benefit as a way for employees to fund their commuting transit related expenses in a pre-tax plan.

General Leave

- Trinity offers employees annual leave that can be used for vacation, personal and/or sick leave.

Time away from work is important to both physical and mental health and leads to greater job and life satisfaction.

Health and Wellness Days

- Each semester Trinity employees have access to two Health & Wellness days to take a break from normal, daily activities to refresh and destress.

Trinity values mental health as it does physical health for the role it plays in job and life satisfaction. An occasional break for the normal routine can help combat burnout.

Employee Assistance Program (EAP)

- Free and confidential short-term counseling to help manage work and life challenges.
- Access to legal and financial advice from professionals.

Our EAP is designed to help employees manage a wide range of concerns and maintain a healthy work/life balance.

Voluntary Whole Life Insurance

- Employees have a guaranteed issue amount is \$100,000.
- Express enrollment gives employees up to \$250,000 in coverage.
- Dependent coverage up to \$25,000.

Whole life insurance is another way that employees can protect their loved ones from financial hardship should something happen to them.

Personal Insurances

- Three personal insurance plans (Accident, Critical Illness, and Hospitalization).
- Coverage is available for both employees and family members.

These plans are focused on helping employees pay for expenses not covered by regular health insurance plans.

Tuition Remission

- Employees have access to free classes if they are pursuing an undergraduate and graduate degrees at Trinity.
- Employees' children are also eligible for tuition remission if they pursue undergraduate degrees from Trinity.

Trinity believes that education is an important path to a stable & productive life. As an educational institution, Trinity is thrilled to help our own employees advance their educational goals.

Trinity Center Membership

- Free use of Trinity facilities including a full-size pool, walking track, weight and cardio equipment and group exercise classes.
- Affordable memberships available for family members over 18 years of age.

Trinity values good health and healthy habits among its employees. Making access to exercise facilities is one way to encourage healthy habits.

Campus Parking

- Free parking on campus once they have registered their vehicle with the University.

Ample, free parking means one less thing to worry about once you get to work.

Shuttle Service

- Free shuttle service between campus and the Brookland Metro station.

Free shuttle service supports employees who take mass transit and can be especially important when there is inclement weather.

Discounted Meals

- Meals at the campus dining center are just \$5.00.
- Breakfast, lunch and dinner options.

Sharing a meal and dining together strengthens community connection and social bonds both of which are valued at Trinity.

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Optum

MassMutual

Aflac

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The information shown in this presentation is an illustrative summary only. The underlying plan contract or document governs all aspects of the plan. Final rates are dependent on actual enrollment, insurance carrier or plan rules, plan selection, and eligibility criteria. Please refer to the plan document, contract, and other notices contained in this document, applications, and other corresponding communications for additional information.