For over 175 years, Tulane University has been proud to be a vital part of the New Orleans community. As an employer of choice, we offer a rich benefits package to our Faculty and Staff. This package is a key component of the total rewards employees receive from the University. Our benefits provide the flexibility necessary for employees to design the benefits package that meets their individual needs and those of their family. The key components of our benefit plan include: Protecting Health & Income, Maintaining & Building Financial Security, Promoting Fitness & Well Being and Enriching Self and Spirit. Most of our benefit plans are effective on the first day of employment (except where noted).

### Protecting Health & Income

**Medical Plan**
Our medical plan offers a choice between three preferred provider organization (PPO) options through United HealthCare (UHC). These options provide a wide variety of coverage, including hospital, surgical, physician, and prescription drugs. You and the University share in the cost of this coverage.

**Dental Plan**
Maintaining oral hygiene is an important part of maintaining your overall health. Tulane University offers optional dental coverage, at discounted group rates, which provides for routine care, basic and major services, and orthodontia for children. You have a choice between High and Low plan options. You can use any provider you like, but you can save money by using a Delta Dental-contracted provider. You pay the full cost of this coverage.

**Vision Plan**
Vision benefits, which are offered by providers in the EyeMed network, typically cover 100 percent of charges for an annual eye exam and the cost of eyeglasses or contact lenses with low copayments. You may also receive an annual eye exam if you are enrolled in either of the United HealthCare medical plan. You pay the full cost of this coverage.

**Long-Term Disability (LTD) Insurance Plan**
Protecting your income is equally as important as protecting your health. The University offers a LTD plan which provides a replacement income of 66 2/3% of base salary (to a monthly maximum of $8,000) in the event of an illness or injury that keeps you from being able to work longer than 90 days.

### Maintaining & Building Financial Security

**Basic Life Insurance for You and Your Dependents**
You are provided 1.5 times annual salary in basic term life insurance at no cost to you. The University also purchases basic dependent life insurance in the amount of $2,000 for your spouse and each dependent child.

**Supplemental Life Insurance Plan for You and Your Dependents**
Tulane University also offers supplemental life and AD&D coverage. You can purchase .5 up to 5 times your annual salary, with up to 3 times annual salary without evidence of insurability. Employees can elect up to $150,000 life insurance for their spouse and up to $20,000 for each child.

**Voluntary Accidental Death and Dismemberment Insurance Plan**
This coverage pays a benefit to you or your designated beneficiary in the event of an accident resulting in the death of or certain dismembering injuries to the covered person. You may elect up to $500,000, and dependent coverage is a percentage of your election.
Flexible Spending Accounts (FSA)
The Internal Revenue Service (IRS) allows money to be deposited into Flexible Spending Accounts (FSAs) on a pretax basis to pay for qualified out-of-pocket health care and dependent care expenses. This benefit can result in significant tax savings. Contributions of up to $4,800 per year may be made to the Healthcare FSA and up to $5,000 to the Dependent Care FSA.

403(b) Tax-Deferral Plan
The Tax Deferral Plan allows you to save for retirement on a pre-tax basis, thereby lowering your taxable income. Plan participants have numerous investment options to choose from through Fidelity Investments and TIAA-CREF.

403(b) Retirement Plan
The University contributes an amount equal to 8.00% of your salary (if your annual salary is less than $80,000) or 10% (if your annual salary is greater than $80,000), a significant part of your total compensation. You are eligible to participate after two years of full-time employment. You will be required to defer at least 2% of your salary if your annual salary is greater than $80,000. Plan participants also have investment options to choose from through Fidelity Investments and TIAA-CREF.

Promoting Fitness & Well-Being

Employee Assistance Program
This program is designed to assist you when you are dealing with personal problems that affect their relationships at home and at work. The University recognizes that you and your family sometimes need to address problems in a confidential, professional manner.

TU Wellness Programs
United Healthcare offers tools and resources to achieve and maintain a healthy lifestyle, and gift card rewards for completing Health Risk Assessments. Some of the other tools and programs available to you and your spouse include Biometric screenings, online and telephonic health coaching and information that helps to leading a healthy lifestyle. Sponsored by the University, the Plus One program offers various physical fitness events and activities.

Enriching Self and Spirit

Tuition Waiver Program
The Tuition Waiver Program entitles you and/or your dependents to attend the University and receive exemption from payment of tuition for credit courses. The program provides for up to 6 credit hours per semester. You and your eligible dependents are eligible upon full-time employment.

Vacation and Sick Time Accrual
Employee service and dedication are vital for the success of Tulane University. We also believe that employee morale and well-being are vital for our success. Paid vacation and sick time is therefore a crucial component of our employee benefits. You accrue vacation and sick time in the following manner:

<table>
<thead>
<tr>
<th></th>
<th>Total Accrual Per Year</th>
</tr>
</thead>
<tbody>
<tr>
<td>Vacation</td>
<td>22 Days</td>
</tr>
<tr>
<td>Sick</td>
<td>12 Days</td>
</tr>
</tbody>
</table>
Holidays
Tulane offers you a very generous holiday schedule. Tulane provides the following paid holidays:

- Independence Day
- Labor Day
- Thanksgiving (2)
- Christmas (2) *
- New Years
- Martin Luther King’s Birthday
- Lundi Gras *
- Mardi Gras *
- Good Friday
- Memorial Day
- Winter Recess *

(* Note: Actual number of days for Mardi Gras, Christmas, and Winter Recess are determined each year)

Good To Be TU
Some of the many advantages of being a Tulane employee include:

Campus Recreation: Membership in the Reily Recreation Center is available to employees and immediate family at staff employee rates.

Tulane-Loyola Federal Credit Union: The Tulane-Loyola Federal Credit Union provides convenient and competitively priced loans, savings and checking accounts, and other services.

Bookstore Discounts: Employees are eligible for a discount of ten percent (10%) on most items purchased from the University bookstores.

Lectures, Concerts and Theater: Numerous musical recitals, band and orchestra concerts, plays, forums, films and lectures of interest and importance are held on the University’s campus, many of which are open to members of the University community at no cost or a reduced cost. In addition, employees receive free admission to the New Orleans Museum of Art by presenting the University identification card.

Libraries: you may use the University’s libraries free of charge by presenting University identification badge.

Tulane University Values
Core values define the common beliefs and philosophy shared by members of a community. Tulane’s core values enrich your employment experience through the collective achievement of Humanity, Openness, Integrity, Courage, Creativity and Excellence.

Humanity: As a community we will treat one another with dignity and mutual respect at all times no matter what our views or our position.

Openness: We will strive to communicate openly and candidly with one another and to share information enabling us to achieve our objectives for Tulane. We embrace the free search for truth and respect the independence required for genuine inquiry and learning.

Integrity: We will act ethically, responsibly and consistently with our commitments. We are willing to be held accountable for our actions.

Courage: We have the strength of character and conviction of belief to always do what is right and to make the required decisions to secure Tulane's future.

Creativity: We will continually look for new and creative ways to approach and resolve the issues and challenges that face Tulane.

Excellence: We will always attempt to exceed expectations and perform at the very highest levels of quality. We will strive to evaluate the outcomes of our activities in terms of their quality, substance and impact.

Tulane University is proud to also be a recipient of the New Orleans City Business “2009 Best Places to Work”