Benefits Eligibility Matrix

Effective 09/01/00/Revised 10/10/06

Job Classification		*CU Medical, Dental & Life*			*Optional Life*			*PAI*	*Disability*		*Retirement Plans*
Job Code	Job Title	Medical	Dental	Basic Life	CU Optional Life	PERA Anthem Optional Life	PERA Prudential Optional Life	CU Personal Accident Insurance (PAI)	CU Short-Term Disability (STD)	CU Long-Term Disability (LTD)	CU ORP (401a)[1](PERA Members - see note below) Some temporary non-resident visa holders are not eligible – Contact PBS for additional information
1306	Research Associate	Regular Appointments ³ 50%			Reg Appoint ³ 50%	PERA Members Only		Reg Appoint ³ 50%	Regular Appointments ³ 50%		Mandatory for Reg Appoint ³ 50% after 1 Year Wait.[2] Other Appoint not eligible.
1438	Post-Doc Fellow	Regular Appointments ³ 50%			Reg Appoint ³ 50%	Not Eligible		Reg Appoint ³ 50%	Regular Appointments ³ 50%		Not Eligible

Job Classification		*Flex Spending Accounts*		*Tax Deferred Annuities*			*Federal Mandatory*		*Wage Protection*		*Leave Plans*	FMLA
Job Code	Job Title	Health Care Account	Dependent Care Account	PERA 401k	CU Savings Plans (403b)	State Deferred Comp (457)	Social Security[3]	Medicare Tax[4]	Unem-ployment	Workers Compen-sation	Twelve Month Appointments - Vacation and Sick Leave[5]	Family Medical Leave Act
1306	Research Associate	Regular Appointments ³ 50%		PERA Members Only	Any Appoint, Any %		Mandatory		Mandatory		Prorated based on % of Time: Vac: 100% = 14.67 hrs/month Sick: 100% = 10 hrs/month	Reg Appoint
1438	Post-Doc Fellow	Regular Appointments ³ 50%		Not Eligible	Any Appoint, Any %		Mandatory		Mandatory		Not Eligible	Reg Appoint

ONLY ELIGIBLE IF EMPLOYEE SIGNS UP FOR THIS BENEFIT @ INITIAL HIRE AND/OR "OPEN ENROLLMENT"