2022 Total Rewards Guide
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MARQUETTE UNIVERSITY
BE THE DIFFERENCE.

MARQUETTE UNIVERSITY
A new year brings new beginnings. While COVID-19 continues to disrupt our lives, one thing is for certain: managing our overall health (physical, emotional and spiritual) - especially during these challenging times - is essential and continues to be at the forefront of our total rewards strategy at Marquette. This document serves as a guide to Marquette’s Total Rewards program, which includes: health and well-being; compensation and financial security; development and growth; family and work-life flexibility; and the campus experience.

For 2022, Marquette University is offering new programs that will give you access to more resources to support you and your family in meeting your health care goals. These programs and vendors were selected by the university’s Health Care Task Force (in partnership with Human Resources) based on both the quality of services they offer and the confidential nature of how the programs are administered.

New programs include:

- **If you are enrolled in a Marquette-sponsored medical plan, Tria Health is available to provide advocacy services to help manage any chronic conditions you or any covered family members may have. Members invited into the program can talk directly with clinicians who can monitor your treatment plan and offer discounts and resources to manage chronic conditions.**

- **MetLife administers Marquette’s spouse and children optional life insurance as well as accident coverage programs. These programs provide benefits for unexpected events and offer employees and their families additional financial security.**

- **My Wellness App provides wellness resources for your physical, emotional, and spiritual well-being. Employees (and your spouse, if applicable) have the opportunity to earn and track program points by participating in wellness activities. As with past wellness programs, you have the potential to receive Marquette contributions to your Flexible Spending Account (FSA) or Health Savings Account (HSA) based on your activity level in the program. Check out the new program details and learn how to make wellness activities part of your 2022 routine!**

- Lastly, **MetLife now manages the university’s Long-Term Disability program, with no changes to the overall benefits. As the year unfolds, you’ll also see opportunities to engage in financial wellness programs. Stay tuned to learn more about these opportunities in the coming months. Thank you for all you do for Marquette and thank you for being the difference.**

Claudia Paetsch
Vice President for Human Resources

Total Rewards of Working at Marquette University
Benefit eligibility is based on your status, length of appointment and number of scheduled hours per week. Full-time (FT) employees work a minimum of 37.5 hours per week and have at least a nine-month appointment. For purposes of health care options, employees scheduled for 30 hours or more are considered full-time. The chart below defines eligibility only; please refer to each benefit plan within this guide for more details.

<table>
<thead>
<tr>
<th>PLAN</th>
<th>Full-time employees</th>
<th>Part-time employees 30-37 hrs/wk</th>
<th>Part-time employees 20-29 hrs/wk</th>
<th>Part-time employees &lt;20 hrs/week</th>
<th>Effective Date (if elected within 30 calendar days)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Medical *</td>
<td>✔</td>
<td>✔</td>
<td>✔</td>
<td>Not eligible</td>
<td>First of the month following date of hire/being newly eligible</td>
</tr>
<tr>
<td>Dental *</td>
<td>✔</td>
<td>✔</td>
<td>✔</td>
<td>Not eligible</td>
<td>First of the month following date of hire/being newly eligible</td>
</tr>
<tr>
<td>Vision *</td>
<td>✔</td>
<td>✔</td>
<td>✔</td>
<td>Not eligible</td>
<td>First of the month following date of hire/being newly eligible</td>
</tr>
<tr>
<td>FSA/HSA *</td>
<td>✔</td>
<td>✔</td>
<td>✔</td>
<td>Not eligible</td>
<td>First of the month following date of hire/being newly eligible</td>
</tr>
<tr>
<td>Retirement 403(b) Plan</td>
<td>✔</td>
<td>✔</td>
<td>✔</td>
<td>✔</td>
<td>You can enroll at any time after the first of the month following your start date.</td>
</tr>
<tr>
<td>Basic Life, AD&amp;D</td>
<td>✔</td>
<td>✔</td>
<td>✔</td>
<td>Not eligible</td>
<td>First of the month following date of hire/being newly eligible</td>
</tr>
<tr>
<td>Optional Life (employees, spouses and dependents)</td>
<td>✔</td>
<td>✔</td>
<td>✔</td>
<td>Not eligible</td>
<td>First of the month following date of hire/being newly eligible</td>
</tr>
<tr>
<td>Long-term Disability</td>
<td>✔</td>
<td>Not eligible</td>
<td>Not eligible</td>
<td>Not eligible</td>
<td>First of the month following date of hire/being newly eligible</td>
</tr>
<tr>
<td>Short-term Disability</td>
<td>✔</td>
<td>✔</td>
<td>✔</td>
<td>Not eligible</td>
<td>Eligible upon completing one year of continuous benefit-eligible service</td>
</tr>
<tr>
<td>Accident, Critical Illness, Hospital Indemnity &amp; MetLaw</td>
<td>✔</td>
<td>✔</td>
<td>✔</td>
<td>Not eligible</td>
<td>First of the month following date of hire/being newly eligible</td>
</tr>
</tbody>
</table>

*indicates pre-tax deductions
QUALIFYING LIFE EVENTS
Any change you make due to a qualifying event needs to be consistent with that change. For example, if you were to marry during the Plan Year, you could add your spouse to a plan or waive coverage if you decided to be covered under your spouse’s plan. However, this event would not allow you to move from one medical plan to another. Similarly, if you gave birth to a child, you could add that child to your current plan(s). Please note that any changes need to be made within 30 days of the event.

The list below includes many of those events.

• Marriage, divorce, legal separation or annulment
• Birth or adoption of a child
• Obtaining legal guardianship of a child
• Change in employment eligibility for your spouse or child that affects benefit eligibility, including graduation or termination of employment, or change in work site
• You or your dependent become eligible or lose eligibility for Medicare or Medicaid
• The death of your spouse or child
• Court-ordered coverage of your child by you or your spouse, allowing you to add or drop the child’s coverage
• Loss of eligibility for a child, including graduation or reaching age limitations
• Change in your Marquette employment or work hours that affects benefits eligibility
• Change in your access to health care due to annual enrollment through your spouse or a substantial mid-year increase in premiums

CHANGING YOUR BENEFITS OUTSIDE OF ANNUAL ENROLLMENT
The benefits you elected during the 2022 annual enrollment will remain in effect from January 1, 2022 through December 31, 2022. By law, you can only make changes to your coverage during the year if you experience a qualifying life event and notify Benefits in Human Resources within 30 days.

IMPORTANT DEADLINE FOR QUALIFYING EVENT CHANGES
You must make any coverage change within 30 days of the qualifying event. Report this change to benefits@marquette.edu, with as much information as you have, within the 30-day deadline. You must include documentation to substantiate your qualifying event. If you miss the deadline, or do not provide the supporting documentation, changes will not be approved.
HOW TO ENROLL

All newly benefit-eligible employees have 30 calendar days from their date of hire to enroll in the health and welfare plan benefits. You can enroll in one of two ways:

1. Self-enroll online by going to marquettebenefitsenrollment.com. Step-by-step instructions can be found on the enrollment site.

2. Schedule a confidential, 30-minute phone appointment with a Benefits Educator by calling 1-877-759-7668.

**Important:** If enrolling any new dependents (spouse and/or children) in the Marquette medical, dental or vision plans, you will need their Social Security Numbers and dates of birth. You will also need to upload a copy of the marriage certificate and/or adoption/birth certificate for these dependents to the online enrollment tool. You will not be able to complete your enrollment without this information.

**HOW TO UPLOAD MARRIAGE AND BIRTH/ADOPTION CERTIFICATES:**

1. Visit marquettebenefitsenrollment.com and click on Enroll/View Your Benefits.

2. Click Edit My Profile > Employee File > View and Upload Documents.

3. On the file upload screen, select Document Type and create a Title of your document (i.e., my marriage certificate).

4. Click Choose File to browse and find the document on your desktop, click Open to attach.

5. Click the Save button.

<table>
<thead>
<tr>
<th>Dependent Eligibility by Insurance Plan</th>
</tr>
</thead>
<tbody>
<tr>
<td>Eligible Ages</td>
</tr>
<tr>
<td>---------------</td>
</tr>
</tbody>
</table>
| Medical       | 0-26
|               | • Turns age 26
|               | • Should no longer be covered under the Marquette University plan |
| Dental        | 0-19 (Up to age 25 if enrolled in school full time)
|               | • Turns age 19 and does not continue as a full-time student
|               | • Graduates from college
|               | • Remains a full-time student, but turns age 25 |
| Vision        | 0-19 (Up to age 25 if enrolled in school full time)
|               | • Turns age 19 and does not continue as a full-time student
|               | • Graduates from college
|               | • Remains a full-time student, but turns age 25 |
Health and Well-Being

Total Rewards of Working at Marquette University

- **HEALTH & WELL-BEING**
  - Medical Insurance
  - Prescription Drug Benefits
  - Dental Insurance
  - Vision Insurance
  - Wellness Programs
  - On site Recreational Facilities
  - Flexible Spending Accounts
  - Health Savings Accounts

- **CAMPUS EXPERIENCE**
  - Spiritual & Faith Opportunities
  - Volunteer & Service Activities
  - Recognition Programs & Service Awards
  - Employee Discounts

- **FAMILY & WORK-LIFE FLEXIBILITY**
  - On-site Child Care Center
  - Employee Assistance Program
  - Parental and Other Leaves of Absence
  - Gift of Time
  - Time-off Programs

- **COMPENSATION & FINANCIAL SECURITY**
  - Compensation
  - 403(b) Retirement Plans
  - Retirement Benefits
  - Life Insurance
  - Voluntary Benefits
  - Disability Insurance

- **DEVELOPMENT & GROWTH**
  - Tuition Benefits
  - Professional Development
  - Career Opportunities
  - Campus Educational Programs & Events
  - Employee Resource Groups
# COMPARE YOUR MEDICAL PLAN OPTIONS

Marquette University offers three medical care options to best fit your needs:

- CPHP (Co-pay Health Plan)
- AHDHP (High Deductible Health Plan)
- EHDHP (High Deductible Health Plan)

Monthly premiums are determined by the coverage selected: employee only, employee plus spouse, employee plus child(ren) or the family plan. All medical care options are identical in the covered services provided, the national provider network, and include in-network coverage for wellness and preventive care at 100%. The only differences between the plans are premiums, deductibles, co-pays and out-of-pocket maximums.

## Deductible

<table>
<thead>
<tr>
<th></th>
<th>CPHP In-Network</th>
<th>CPHP Out-of-Network</th>
<th>AHDHP In-Network</th>
<th>AHDHP Out-of-Network</th>
<th>EHDHP In-Network</th>
<th>EHDHP Out-of-Network</th>
</tr>
</thead>
<tbody>
<tr>
<td>Per Person</td>
<td>$750</td>
<td>$1,500</td>
<td>$2,800</td>
<td>$5,600</td>
<td>$3,600</td>
<td>$7,200</td>
</tr>
<tr>
<td>Per Family (two or more family members)</td>
<td>$1,500</td>
<td>$3,000</td>
<td>$5,600</td>
<td>$11,200</td>
<td>$7,200</td>
<td>$14,400</td>
</tr>
<tr>
<td>Coinsurance</td>
<td>20%</td>
<td>40%</td>
<td>20%</td>
<td>40%</td>
<td>20%</td>
<td>40%</td>
</tr>
</tbody>
</table>

## Out-of-Pocket Maximum

<table>
<thead>
<tr>
<th></th>
<th>CPHP In-Network</th>
<th>CPHP Out-of-Network</th>
<th>AHDHP In-Network</th>
<th>AHDHP Out-of-Network</th>
<th>EHDHP In-Network</th>
<th>EHDHP Out-of-Network</th>
</tr>
</thead>
<tbody>
<tr>
<td>Per Person</td>
<td>$4,000</td>
<td>$8,000</td>
<td>$4,250</td>
<td>$8,500</td>
<td>$5,000</td>
<td>$10,000</td>
</tr>
<tr>
<td>Per Family (two or more family members)</td>
<td>$8,000</td>
<td>$16,000</td>
<td>$8,500</td>
<td>$17,000</td>
<td>$10,000</td>
<td>$20,000</td>
</tr>
<tr>
<td>Preventive Care</td>
<td>You pay 0%</td>
<td>Ded/Coins</td>
<td>You pay 0%</td>
<td>Ded/Coins</td>
<td>You pay 0%</td>
<td>Ded/Coins</td>
</tr>
<tr>
<td>Primary Care</td>
<td>$25</td>
<td>Ded/Coins</td>
<td>$25</td>
<td>Ded/Coins</td>
<td>$25</td>
<td>Ded/Coins</td>
</tr>
<tr>
<td>Specialist</td>
<td>$50</td>
<td>Ded/Coins</td>
<td>$50</td>
<td>Ded/Coins</td>
<td>$50</td>
<td>Ded/Coins</td>
</tr>
<tr>
<td>Urgent Care</td>
<td>$75</td>
<td>Ded/Coins</td>
<td>$75</td>
<td>Ded/Coins</td>
<td>$75</td>
<td>Ded/Coins</td>
</tr>
<tr>
<td>Emergency Room</td>
<td>$150</td>
<td>Same as In-Network</td>
<td>$150</td>
<td>Same as In-Network</td>
<td>$150</td>
<td>Same as In-Network</td>
</tr>
<tr>
<td>(Room and Board)</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Mental Health/Substance Abuse (outpatient)</td>
<td>$25 co-pay</td>
<td>Ded/Coins</td>
<td>$25 co-pay</td>
<td>Ded/Coins</td>
<td>$25 co-pay</td>
<td>Ded/Coins</td>
</tr>
</tbody>
</table>

## Prescription Drugs – Deductible

<table>
<thead>
<tr>
<th></th>
<th>CPHP Included with Medical</th>
<th>AHDHP Included with Medical</th>
<th>EHDHP Included with Medical</th>
</tr>
</thead>
<tbody>
<tr>
<td>Per Person</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Per Family (two or more family members)</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

## Prescription Drugs - Coinsurance

<table>
<thead>
<tr>
<th></th>
<th>Tier 1</th>
<th>Tier 2</th>
<th>Tier 3</th>
</tr>
</thead>
<tbody>
<tr>
<td>You pay (%)</td>
<td>You pay 10%</td>
<td>You pay 10%</td>
<td>You pay 10%</td>
</tr>
<tr>
<td>You pay (%)</td>
<td>You pay 30%</td>
<td>You pay 30%</td>
<td>You pay 30%</td>
</tr>
<tr>
<td>You pay (%)</td>
<td>You pay 40%</td>
<td>You pay 40%</td>
<td>You pay 40%</td>
</tr>
</tbody>
</table>

## Prescription Drugs - Out-of-Pocket Maximum

<table>
<thead>
<tr>
<th></th>
<th>CPHP Included with Medical</th>
<th>AHDHP Included with Medical</th>
<th>EHDHP Included with Medical</th>
</tr>
</thead>
<tbody>
<tr>
<td>Per Person</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Per Family (two or more family members)</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
## 2022 MONTHLY PRE-TAX RATES

Medical, Dental and Vision Insurance

Rates shown are for full-time employees and are effective 1/1/2022 – 12/31/2022

### CPHP

<table>
<thead>
<tr>
<th>Medical Care Coverage</th>
<th>Employee</th>
<th>Marquette University</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employee Only</td>
<td>$235.00</td>
<td>$666.00</td>
<td>$901.00</td>
</tr>
<tr>
<td>Employee + Spouse*</td>
<td>$505.00</td>
<td>$1,387.00</td>
<td>$1,892.00</td>
</tr>
<tr>
<td>Employee + Child (ren)</td>
<td>$425.00</td>
<td>$1,197.00</td>
<td>$1,622.00</td>
</tr>
<tr>
<td>Family*</td>
<td>$665.00</td>
<td>$1,876.00</td>
<td>$2,541.00</td>
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</table>

### AHDHP

<table>
<thead>
<tr>
<th>Medical Care Coverage</th>
<th>Employee</th>
<th>Marquette University</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employee Only</td>
<td>$150.00</td>
<td>$682.00</td>
<td>$832.00</td>
</tr>
<tr>
<td>Employee + Spouse*</td>
<td>$335.00</td>
<td>$1,412.00</td>
<td>$1,747.00</td>
</tr>
<tr>
<td>Employee + Child (ren)</td>
<td>$270.00</td>
<td>$1,227.00</td>
<td>$1,497.00</td>
</tr>
<tr>
<td>Family*</td>
<td>$425.00</td>
<td>$1,921.00</td>
<td>$2,346.00</td>
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</table>

### EHDHP

<table>
<thead>
<tr>
<th>Medical Care Coverage</th>
<th>Employee</th>
<th>Marquette University</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employee Only</td>
<td>$50.00</td>
<td>$476.00</td>
<td>$526.00</td>
</tr>
<tr>
<td>Employee + Spouse*</td>
<td>$110.00</td>
<td>$994.00</td>
<td>$1,104.00</td>
</tr>
<tr>
<td>Employee + Child (ren)</td>
<td>$95.00</td>
<td>$851.00</td>
<td>$946.00</td>
</tr>
<tr>
<td>Family*</td>
<td>$165.00</td>
<td>$1,412.00</td>
<td>$1,577.00</td>
</tr>
</tbody>
</table>

### Delta Dental

<table>
<thead>
<tr>
<th>Dental Coverage</th>
<th>Employee</th>
<th>Marquette University</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employee Only</td>
<td>$12.00</td>
<td>$31.51</td>
<td>$43.51</td>
</tr>
<tr>
<td>Employee + Spouse</td>
<td>$26.00</td>
<td>$61.01</td>
<td>$87.01</td>
</tr>
<tr>
<td>Employee + Child (ren)</td>
<td>$29.00</td>
<td>$85.62</td>
<td>$114.62</td>
</tr>
<tr>
<td>Family</td>
<td>$36.00</td>
<td>$122.80</td>
<td>$158.80</td>
</tr>
</tbody>
</table>

### VSP Vision

<table>
<thead>
<tr>
<th>Vision Coverage</th>
<th>Employee</th>
<th>Marquette University</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employee Only</td>
<td>$2.60</td>
<td>$7.79</td>
<td>$10.39</td>
</tr>
<tr>
<td>Employee + Spouse</td>
<td>$6.00</td>
<td>$15.83</td>
<td>$21.83</td>
</tr>
<tr>
<td>Employee + Child (ren)</td>
<td>$5.00</td>
<td>$13.71</td>
<td>$18.71</td>
</tr>
<tr>
<td>Family</td>
<td>$7.50</td>
<td>$23.68</td>
<td>$31.18</td>
</tr>
</tbody>
</table>

*Spousal surcharge of $100/month will apply if your spouse has other employer-provided medical coverage available.

**NOTE:** Employees who work less than 12 months per year pay premiums as follows: January 1 - May 31 at 1.4x the employee rate, June 1 - July 31 no deduction, August 1 - December 31 at 1x the employee rate. Eligible part-time employees who work at least 20 hours per week, but less than 30 hours, please contact HR for the part-time monthly rates.
PRESCRIPTION DRUG BENEFITS

Marquette University’s prescription drug program is part of the medical plan and is administered by Navitus Health Solutions. Prescription drugs are subject to the medical deductible and then to three tiers of coinsurance up to the medical out-of-pocket maximum. Once you reach the medical out-of-pocket maximum, the plan will pay 100% of your eligible medical and prescription costs for the remainder of the calendar year.

The prescription drug program provides you with savings when you purchase prescriptions from participating pharmacies. The Navitus Network includes many independent stores, as well as widely known chains.

CONVENIENT LOW-COST RETAIL AND MAIL-ORDER OPTIONS

- The drug plan offers Postal Prescription Services (PPS), a subsidiary of The Kroger Company (the parent of Pick ‘N Save and Metro Market), as its mail-order pharmacy.
- Prescriptions can be mailed to your home, or you can pick up your prescription at a Kroger pharmacy at the same low mail-order price. Not only does the prescription come directly to your home, but you may be able to order up to a 90-day supply at a reduced cost.
- To get started, complete the mail-order enrollment process online at ppsrx.com. You may also contact PPS Customer Care by phone at (800) 552-6694.

PRESCRIPTION CARD

The prescription card is the same as your medical insurance card.

When the pharmacist enters your prescription, the Navitus system will tell the pharmacist if your deductible has been met.

Once your deductible has been met, their system will calculate the appropriate coinsurance you need to pay, and your pharmacist will charge you for that amount.

SPECIALTY Rx

- Navitus SpecialtyRx works with their specialty partner, Lumicera Health Services, to offer services with the highest standard of care.
- Specialty drugs are typically high-cost medications used to treat complex, chronic conditions like cancer, rheumatoid arthritis, and more.
- You will get one-on-one service with skilled pharmacists. With Navitus SpecialtyRx, there is no delivery charge, and the medication is sent right to your door or prescriber’s office. Local courier service is available for emergency, same-day medication needs.
- To start using Navitus SpecialtyRx, call toll-free (855) 847-3553. Lumicera will work with your prescriber for current or new specialty prescriptions.
Tria Health’s chronic condition management program gives employees and/or dependents on the medical plan an opportunity to speak with a pharmacist expert to help you optimize the medications you’re taking and better manage your health as well as your health care budget. With this free and confidential benefit, you can talk to a pharmacist over the phone and receive the personalized care you deserve. Your pharmacist will make sure the medications you’re taking are safe, effective and affordable as your first line of defense against costly chronic disease.

Tria Health is recommended for employees or dependents who have any of the following chronic conditions:

- Diabetes
- Heart Disease
- High Cholesterol
- High Blood Pressure
- Mental Health
- Asthma/COPD
- Osteoporosis
- Migraines

**WHY SHOULD I PARTICIPATE?**

Pharmacists are the experts in how medications work and can provide valuable feedback to you and your doctor(s). Your Tria Health pharmacist can help:

- Provide personalized care throughout the year without shuffling you in and out of the doctor’s office
- Make sure your medications are working as intended
- Answer any questions you have about your health
- Coordinate care with your doctor(s)
- Help you save money

---

Save BIG on your Prescription Medications by talking to Tria Health’s pharmacists!

Simply by speaking with a Tria Health pharmacist, you can receive the following discounts on your maintenance medications used to treat your chronic condition(s):

- Pay $0 for your Tier 1 medications (mostly generics) - no deductible or coinsurance.
- Pay only 10% coinsurance – no deductible – for your Tier 2 medications, including insulin and other brand drugs that treat diabetes, heart disease and respiratory conditions.
- Qualified participants receive a free diabetes blood glucose meter and testing supplies to better manage your diabetes!
- Qualified participants receive a free blood pressure cuff to better manage your blood pressure!
HEALTH PLAN SCENARIOS

We know it can be confusing when trying to determine what benefits are best for you. Below are some scenarios and tips that will give you some guidance when choosing your benefits.

Employee #1
SINGLE EMPLOYEE
Life Stage: Mid 20’s. Single and very active. Rents an apartment with two other people.
Benefit Plan Elections:
• EHDHP
• Dental Plan
• HSA Account ($3,500 each year)
• Vision Plan
• Accident Insurance
• 403(b) Plan
General Health: No health conditions, lives a healthy lifestyle and tends to only access medical care when injured while playing basketball or rugby. Has a family history of high blood pressure and heart disease.
Health Care Concerns: Rarely thinks about health concerns but knows treatment at an Urgent Care or ER is available if injuries occur while playing sports. May need to see a Primary Care Provider (PCP) due to the family history of heart disease. Prefers EHDHP for its low monthly premium.

Employee #2
MARRIED COUPLE WITHOUT DEPENDENT CHILDREN
Life Stage: Between mid-20’s and early 30’s. Married with no dependent children.
Benefit Plan Elections:
• AHDHP
• Dental Plan
• HSA Account ($5,500 each year)
• Vision Plan
• 403(b) Plan
• Long-Term Disability
General Health: Both are very healthy, and both do not have family histories of chronic conditions.
Health Care Concerns: They have no current health care concerns and only see their healthcare provider each year for a routine physical. Because of this, they choose to join the high-deductible AHDHP health plan for the first time. They understand it has a lower monthly cost per paycheck, but they may have to pay slightly more if one of them was to come down with a more serious condition.

Employee #3
MARRIED COUPLE WITH CHILDREN
Life Stage: Between early 40’s and late 50’s. Married with three dependent children (12, 16, 21).
Benefit Plan Elections:
• CPHP
• Dental Plan
• FSA Account ($2,500 each year)
• Vision Plan
• 403(b) Plan
• Optional Life plus Spouse/Children Life Insurance
• Long-Term Disability
General Health: Spouse recently underwent chemotherapy and cancer is currently in remission; 16-year-old son has Type 1 Diabetes.
Health Care Concerns: Ensuring son’s diabetes is controlled and that the cancer remains in remission, they know that next year the family will experience high medical expenses due to ongoing medical appointments and his need for routine follow-ups to monitor recovery. Knowing they may have more high-cost claims in the following few years, they chose to stay on the CPHP plan, which has the lower out-of-pocket maximum. This family is excited to have their conditions managed by Tria Health.

Employee #4
NEARING RETIREMENT
Life Stage: Between late 50’s and early 60’s. Divorced with adult children no longer on the Plan.
Benefit Plan Elections:
• CPHP
• Dental Plan
• FSA Account (Max allowed each year)
• Vision Plan
• 403(b) Plan
• Critical Illness Plan
• Supplemental Life Plan
General Health: Member has a chronic health condition that’s managed with medication and requires frequent visits with her health care provider.
Health Care Concerns: Actively managing Type 2 Diabetes with medication, diet and exercise. However, over the last few years, high blood pressure and chronic pain have also been of concern. Prefers to pay a higher premium each month and less when she visits her doctor. Member is anxious to enroll in Tria Health to help with chronic condition management.

In addition, you can schedule time with a Benefits Educator by calling 1-877-759-7668 or use the “Ask Emma” tool on the Benefits Enrollment system.
UMR TOOLS & RESOURCES

TELDACOC
Teladoc is a convenient way to interact with a doctor via live, two-way video on a computer or mobile device to address a medical situation and in some cases receive a prescription.
Costs for these visits for 2022 are listed below. Go to Teladoc.com to set up an account or download the Teladoc app today!

Everyday Care:
- CHPH: $10/visit; AHDHP & EHDHP: $49 or less/visit
- Talk to a licensed doctor for non-emergency conditions 24/7
- Flu, sinus infections, sore throats, and more

Dermatology:
- CHPH: $10/visit; AHDHP & EHDHP: $85 or less/consult
- Upload images of a skin issue online and get a custom treatment plan within two days
- Eczema, acne, rashes, and more

Mental Health Care
- CHPH: $10/visit
- AHDHP & EHDHP: $90 or less/therapist visit
- $220 or less/psychiatrist first visit
- $100 or less/psychiatrist ongoing visits
- Talk to a therapist 7 days a week (7:00 a.m. to 9:00 p.m. local time)

CARE MANAGEMENT
UMR Care Management is a staff of experienced, caring registered nurses who help you get the most out of your health plan benefits. They work with you, your doctors and other medical experts to get the services that best meet your needs. Their expert nurses can guide you before, during and after your medical care.
Nurse case managers will assist with your medical care and treatment by:
- Helping negotiate treatment from the beginning of your care to recovery.
- Helping you look at treatment needs and options under the direction of your doctor.
- Serving as your advocate with your benefits administrator.
- Providing an understanding of any complex claim issues and helping you understand your health benefits.
UMR’s Care Management services can save you money and prevent delays in your medical claim processing.

PLAN ADVISOR
Plan Advisor is a service available to all Marquette members. Just call the number on the back of your UMR ID card for:
- Customer service for medical services and claims questions with emphasis on first call resolution
- Navigation and assistance establishing a primary care physician (PCP)
- Provider appointment scheduling, transferring care or moving medical records
- Telemedicine promotion and registration assistance
- Network steerage – guiding and encouraging members to use Premium Designated Providers (PDPs); the highest quality, most affordable provider for your needs
- Education on available disease management, maternity and care management programs
- Education and navigational help using umr.com and the digital tools and resources
ON-SITE SERVICES

DENTAL SCHOOL/DENTAL SCHOOL FACULTY PRACTICE

For more than 100 years, the Marquette University School of Dentistry has provided an excellent clinically based dental education to dental students while delivering top-notch oral health care to patients and our Marquette employee community.

Our Faculty Practice clinic offers dental care by dental school faculty in a state-of-the-art facility attached to the dental school.

What Do You Need to Know?

Dental School please call (414) 288-6790

Dental School Faculty Practice please call (414) 288-0788

Monday through Friday between the hours of 9 a.m. and 4 p.m. to speak with a representative or to schedule your initial screening consultation.

Location: 1801 West Wisconsin Ave. Milwaukee, WI 53233

SPEECH AND HEARING CLINIC

The Speech and Hearing Clinic offers specialized speech and hearing services that are utilized as practicum experience for students in training. They include speech and/or language evaluation, speech therapy, language therapy, and hearing rehabilitation. The Speech and Hearing Clinic accepts applications for service to persons of all ages with all types of speech and language problems. Marquette employees and their family members may utilize the services of the Speech and Hearing Clinic. For details, call the clinic directly.

On-campus location: Cramer Hall, 604 N. 16th St., Room 125

Call for an evaluation: (414) 288-7426

PHYSICAL THERAPY

The Marquette University Physical Therapy Clinic is a full-service physical therapy and rehabilitation clinic open to the public. They offer the expertise of specialty-trained, licensed physical therapists and faculty with the convenience of a downtown, on-campus location. The clinic offers evidence-based care backed by the latest research and experts from nationally ranked academic program. Most requested treatments are for headaches, TMJ and low back pain and include dry needling.

What Do You Need to Know?

Physical therapy is covered by UMR and other insurance companies.

On-campus location: Cramer Hall, 604 N. 16th St., Room 215

Call for an appointment: (414) 288-1400

COUNSELING AND TESTING SERVICES

The Center for Psychological Services (CPS) offers testing and counseling services to Marquette employees as well as the general community. These services are offered through the clinical psychology training program. The graduate students administer these services under the guidance of licensed clinical psychology faculty.

Clinics available at CPS

- Anxiety and Depression Clinic
- Assessment Clinic
- Attention-Deficit/Hyperactivity Disorder (ADHD Clinic)
- Autism Clinic
- Couples and Families Clinic
- Pediatric Behavioral Health Clinic
- Tourette’s & OCD-Spectrum Clinic

DEFINITIONS

DEDUCTIBLE: The amount you owe for covered health care services before your health insurance begins to pay.

COINSURANCE: Your share of the costs of a covered health care service, calculated as a percent of the allowed amount for that service, usually paid after the deductible has been satisfied.

CO-PAY: A fixed amount you pay for a covered health care service, usually when you receive the service.

OUT-OF-POCKET (OOP) MAXIMUM: The most you pay during a policy period. When you’ve reached your OOP max, the plan will pay 100% of covered health care services for the remainder of the plan year. OOP max includes the deductible, coinsurance, and co-pays.

FLEXIBLE SPENDING ACCOUNT (FSA): An FSA allows you to use pre-tax dollars to pay for eligible expenses, including medical, dental, vision and prescription drug expenses. You must use all the money in your account before the plan year ends; otherwise, it will be forfeited. Marquette University allows a grace period to March 15 of the following year to incur and file claims.

HEALTH SAVINGS ACCOUNT (HSA): An HSA allows you to save for current and future health expenses with pre-tax dollars. Your HSA is portable, which means you can take it with you even if you leave or retire from Marquette University. You can use your HSA funds to cover qualified expenses not covered by the health plan, including medical, dental, vision and prescription drug expenses.
DEFINITIONS (CONT.)

PREVENTIVE CARE: You and your covered family members are eligible for important preventive services that can help you avoid illness and improve your health at no additional cost to you. See your plan’s summary plan description for more information.

IN-NETWORK: Doctors, clinics, hospitals and other providers with whom the health plan has an agreement to care for its members. Health plans cover a greater share of the cost for in-network health providers than for providers who are out-of-network.

OUT-OF-NETWORK: Treatment received from doctors, clinics, hospitals and other providers who are not in-network. A health plan may cover these costs, but covered employees will pay more out-of-pocket to use out-of-network providers than for in-network providers.

ANNUAL ENROLLMENT: A time during the year when you may modify your benefit elections, unless you have a qualifying life event. This occurs each fall and all changes are effective January 1.

PREAUTHORIZATION: Needed for procedures that might be unique or out of the norm, such as an MRI or brain scan. There may be a penalty if you do not get a preauthorization. If you are unsure if you need a preauthorization, call UMR directly.

QUALIFYING LIFE EVENT: Includes marriage, divorce, birth/adoption of a child, spousal loss of insurance coverage, etc.; you can enroll or remove dependents and spouses within 30 days of the qualifying event.

GENERIC DRUG: A drug product that is comparable to a brand-name drug in dosage form, strength, route of administration, quality and performance characteristics, and intended use.

PREFERRED DRUG: These are drugs for which generic equivalents are not available. They have been in the market for a long time and are widely accepted. They typically cost more than generics, but less than non-preferred brand-name drugs.

NON-PREFERRED DRUG: A drug product that is not included in the list of preferred medications that a committee of pharmacists and doctors deems to be the safest, most effective and most economical.

SPECIALTY DRUG: High-cost prescription medications used to treat complex, chronic conditions like cancer, rheumatoid arthritis and multiple sclerosis.
DENTAL BENEFITS

Marquette offers a comprehensive dental plan administered by Delta Dental.

When you need dental services, you have a variety of providers from which to choose:

- **Delta Dental's PPO plan** offers you a variety of choices from a network of dentists. You also have the flexibility to visit any licensed dentist - even out-of-network dentists - but you can maximize your savings and benefits by visiting a PPO network dentist who has agreed to lower fees. In other words, your out-of-pocket expense is much less.

- **Delta Dental Premier Dentists** are contracted to accept direct payment from Delta Dental. They have also agreed not to charge you any amount that exceeds the agreed-upon amount aside from deductibles, co-payments and fees for procedures not covered.

- **Marquette University School of Dentistry** is committed to providing quality dental care while training the next generation of dental health care providers. Our School of Dentistry is a state-of-the-art educational facility where the faculty and dental students provide the highest quality of comprehensive dental care at affordable prices to the community.

**THE DENTAL PLAN INCLUDES:**

- Evidence-based Integrated Care Plan (EBICP): This program provides additional benefits for persons with medical conditions that have oral health implications. Learn more at: deltadentalwi.com/your-health/medical-conditions.

- Check-up Plus: You can obtain diagnostic and preventive services without the costs of those services applying to your individual annual maximum.

<table>
<thead>
<tr>
<th></th>
<th>EMPLOYEE</th>
<th>MARQUETTE UNIVERSITY</th>
<th>TOTAL</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employee Only</td>
<td>$12.00</td>
<td>$31.51</td>
<td>$43.51</td>
</tr>
<tr>
<td>Employee + Spouse</td>
<td>$26.00</td>
<td>$61.01</td>
<td>$87.01</td>
</tr>
<tr>
<td>Employee + Child (ren)</td>
<td>$29.00</td>
<td>$85.62</td>
<td>$114.62</td>
</tr>
<tr>
<td>Family</td>
<td>$36.00</td>
<td>$122.80</td>
<td>$158.80</td>
</tr>
</tbody>
</table>

NOTE: Employees who work less than 12 months per year pay premiums as follows: January 1 - 31 at 1.4x the employee rate; June 1 - July 31 no deduction; August 1 - December 31 at 1x employee rate. Eligible part-time employees who work at least 20 hours per week, but less than 30 hours, pay the Total (Employee + Marquette University) cost.
## DENTAL BENEFITS (CONT.)

<table>
<thead>
<tr>
<th>Service</th>
<th>Delta Premier or PPO Dentist</th>
<th>Marquette School of Dentistry Faculty</th>
<th>Marquette School of Dentistry Student</th>
</tr>
</thead>
<tbody>
<tr>
<td>Individual Annual Maximum</td>
<td>$2,500</td>
<td>$2,500</td>
<td>$2,500</td>
</tr>
<tr>
<td><strong>Deductible</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Per Person</td>
<td>$50</td>
<td>$0</td>
<td>$0</td>
</tr>
<tr>
<td>Per Family (three or more family members)</td>
<td>$150</td>
<td>$0</td>
<td>$0</td>
</tr>
<tr>
<td><strong>Diagnostic and Preventive Services</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Exams</td>
<td>100%</td>
<td>100%</td>
<td>100%</td>
</tr>
<tr>
<td>Cleanings</td>
<td>100%</td>
<td>100%</td>
<td>100%</td>
</tr>
<tr>
<td>Fluoride Treatments</td>
<td>100%</td>
<td>100%</td>
<td>100%</td>
</tr>
<tr>
<td>X-rays</td>
<td>100%</td>
<td>100%</td>
<td>100%</td>
</tr>
<tr>
<td>Space Maintainers</td>
<td>100%</td>
<td>100%</td>
<td>100%</td>
</tr>
<tr>
<td>Sealants</td>
<td>100%</td>
<td>100%</td>
<td>100%</td>
</tr>
<tr>
<td>Emergency Treatment to Relieve Pain</td>
<td>100%</td>
<td>100%</td>
<td>100%</td>
</tr>
<tr>
<td>Deductible Applies?</td>
<td>No</td>
<td>No</td>
<td>No</td>
</tr>
<tr>
<td><strong>Basic and Major Services</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Fillings</td>
<td>80%</td>
<td>90%</td>
<td>100%</td>
</tr>
<tr>
<td>Endodontics</td>
<td>80%</td>
<td>90%</td>
<td>100%</td>
</tr>
<tr>
<td>Periodontics</td>
<td>80%</td>
<td>90%</td>
<td>100%</td>
</tr>
<tr>
<td>Extractions</td>
<td>80%</td>
<td>90%</td>
<td>100%</td>
</tr>
<tr>
<td>Occlusal Guards</td>
<td>80%</td>
<td>90%</td>
<td>100%</td>
</tr>
<tr>
<td>Crowns, Inlays, Onlays</td>
<td>50%</td>
<td>80%</td>
<td>100%</td>
</tr>
<tr>
<td>Bridges and Dentures</td>
<td>50%</td>
<td>80%</td>
<td>100%</td>
</tr>
<tr>
<td>Implants</td>
<td>50%</td>
<td>80%</td>
<td>100%</td>
</tr>
<tr>
<td>Deductible Applies?</td>
<td>Yes</td>
<td>No</td>
<td>No</td>
</tr>
<tr>
<td><strong>Orthodontic Services</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Plan Coinsurance</td>
<td>50%</td>
<td>60%</td>
<td>100%</td>
</tr>
<tr>
<td>Individual Lifetime Maximum</td>
<td>$2,500</td>
<td>$2,500</td>
<td>$2,500</td>
</tr>
<tr>
<td>Children Eligible to Age</td>
<td>19</td>
<td>19</td>
<td>19</td>
</tr>
<tr>
<td>Full-Time Students Eligible to Age</td>
<td>25</td>
<td>25</td>
<td>25</td>
</tr>
<tr>
<td>Adult Ortho</td>
<td>Yes</td>
<td>Yes</td>
<td>Yes</td>
</tr>
<tr>
<td>Deductible Applies?</td>
<td>No</td>
<td>No</td>
<td>No</td>
</tr>
</tbody>
</table>
VISION BENEFITS

Marquette University offers a stand-alone vision plan administered by Vision Service Plan (VSP). One routine eye exam is covered at 100% every year.

FINDING A VSP DOCTOR

To find a VSP network doctor, you can either visit VSP’s website at vsp.com or call (800) 877-7195. There is no ID card for VSP vision insurance. Simply call a VSP network doctor to schedule an appointment. Be sure to tell the doctor you are a VSP member when making your appointment. The doctor’s office will ask for your nine-digit Marquette University ID, your name (as the insured member) and date of birth. The doctor and VSP handle the rest.

<table>
<thead>
<tr>
<th>SERVICE</th>
<th>VSP PROVIDER</th>
<th>OTHER PROVIDERS</th>
<th>FREQUENCY</th>
</tr>
</thead>
<tbody>
<tr>
<td>Vision Exam</td>
<td>Covered in Full</td>
<td>Covered up to $44</td>
<td>One each Plan Year</td>
</tr>
<tr>
<td>Prescription Glasses</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Single Vision Lenses</td>
<td>Covered in Full</td>
<td>Covered up to $32</td>
<td>One each Plan Year</td>
</tr>
<tr>
<td>Lined Bifocal Lenses</td>
<td>Covered in Full</td>
<td>Covered up to $48</td>
<td>One each Plan Year</td>
</tr>
<tr>
<td>Lined Trifocal Lenses</td>
<td>Covered in Full</td>
<td>Covered up to $64</td>
<td>One each Plan Year</td>
</tr>
<tr>
<td>Progressive Lenses</td>
<td>Covered in Full after $40 copay</td>
<td>Covered up to $48</td>
<td>One each Plan Year</td>
</tr>
<tr>
<td>Polycarbonate Lenses for Dependent Children</td>
<td>Covered in Full</td>
<td>Not Covered</td>
<td>One each Plan Year</td>
</tr>
<tr>
<td>Frames</td>
<td>Covered in Full up to $225 (featured brands) or $175 (other brands)</td>
<td>Covered up to $38.25</td>
<td>One every other Plan Year</td>
</tr>
<tr>
<td>Contact Lens Care (instead of glasses)</td>
<td>Covered in Full up to $175</td>
<td>Covered up to $100</td>
<td>One each Plan Year</td>
</tr>
<tr>
<td>Contacts</td>
<td>Up to $20 Co-pay</td>
<td>Not Covered</td>
<td>One each Plan Year</td>
</tr>
<tr>
<td>Primary Eye Care</td>
<td>Covered in Full</td>
<td>Not Covered</td>
<td>As Needed</td>
</tr>
<tr>
<td>Treatment and Diagnosis of Eye Conditions</td>
<td>Covered in Full</td>
<td>Not Covered</td>
<td>As Needed</td>
</tr>
</tbody>
</table>

Extra Discounts and Savings

- Glasses and Sunglasses: $0 co-pay for a second pair of lenses
- Retinal Screening: $0 co-pay on annual routine retinal screening as an enhancement to a Vision Exam
- Laser Vision Correction: Average 15% off regular price or 5% off promotional price; discounts only available from contracted facilities

NOTE: Employees who work less than 12 months per year pay premiums as follows: January 1 - May 31 at 1.4x the employee rate; June 1 - July 31 no deduction; August 1 - December 31 at 1x the employee rate. Eligible part-time employees who work at least 20 hours per week, but less than 30 hours pay the Total (Employee + Marquette University) cost.

<table>
<thead>
<tr>
<th>EMPLOYEE</th>
<th>MARQUETTE UNIVERSITY</th>
<th>TOTAL</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employee Only</td>
<td>$2.60</td>
<td>$7.79</td>
</tr>
<tr>
<td>Employee + Spouse</td>
<td>$6.00</td>
<td>$15.83</td>
</tr>
<tr>
<td>Employee + Child (ren)</td>
<td>$5.00</td>
<td>$13.71</td>
</tr>
<tr>
<td>Family</td>
<td>$7.50</td>
<td>$23.68</td>
</tr>
</tbody>
</table>
Marquette University values your success, health and well-being. That’s why we are proud to partner with Marquee Health to offer Marquette’s My Wellness program. Marquee Health provides a wellness program that rewards you for evaluating, and making simple, sustainable changes to improve your life.

The My Wellness program with Marquee Health continues to focus on physical, financial, emotional, social and spiritual wellness. Employees, and their spouse enrolled in the medical plan with Marquette, will continue to have the opportunity to earn FSA or HSA dollars based on their participation in the program. The program opportunities and point structures are easy to understand and track on the Marquette My Wellness Marquee Health Portal.

**HOW TO ENROLL IN MY WELLNESS PROGRAM**

- Visit [mywellportal.com](http://mywellportal.com).
- New users will select ‘Register for a new account.’
- Enter the code ‘marquette.’
- Create an account (create username and password of your choice).
- On the following page, employees will enter their MU ID.
  - Spouses will enter the employee’s MU ID + S + DOB (DOB = spouse’s DOB in format dd/mm/yyyy).
- Select the ‘My Wellness’ tile on the homepage to enroll in the 2022 program.

---

**2022 Wellness Rewards**

<table>
<thead>
<tr>
<th>CPHP Plan</th>
<th>AHDHP &amp; EHDHP Plans</th>
<th>All Plans</th>
<th>Raffle Entries</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Employee Only FSA Contribution</td>
<td>Employee Only HSA Contribution</td>
<td>EE + Spouse, EE + Child(ren) or Family FSA Contribution</td>
<td>EE + Spouse, EE + Child(ren) or Family HSA Contribution</td>
</tr>
<tr>
<td>Level 1</td>
<td>$37.50</td>
<td>$75.00</td>
<td>$75.00</td>
</tr>
<tr>
<td>Level 2</td>
<td>$75.00</td>
<td>$150.00</td>
<td>$150.00</td>
</tr>
<tr>
<td>Level 3</td>
<td>$125.00</td>
<td>$250.00</td>
<td>$250.00</td>
</tr>
<tr>
<td>Level 4</td>
<td>$125.00</td>
<td>$250.00</td>
<td>$250.00</td>
</tr>
<tr>
<td>Annual Maximum</td>
<td>$125.00</td>
<td>$250.00</td>
<td>$250.00</td>
</tr>
</tbody>
</table>

Earn points between **January 1, 2022, through September 30, 2022**, to qualify for wellness rewards to be applied in **January 2023**.
OUTDOOR WORKOUT STATIONS

Outdoor workout stations are set up around the Marquette Mile. Locations are outside of Cramer Hall, Raynor Memorial Library, Sensenbrenner Hall, Lalumiere Language Hall, and the ROTC Station.

WALKING ROUTES

Marquette developed additional walking routes around campus to make it easy to be active during your workday.

FABER CENTER

The Faber Center is dedicated to providing faculty and staff with support and guidance in leading a reflective life. Through retreats, reflection groups, and spiritual direction, faculty and staff connect to their spiritual core and God. We invite you to discover for yourself the richness such a spiritual journey offers.

ADDITIONAL WELLNESS BENEFITS

RECREATIONAL SPORTS

Indoor recreation facilities at Marquette University include the Helfaer Tennis Stadium and Recreation Center and the Rec Plex. Memberships are available to employees. The recreation facilities provide a variety of group fitness classes, instructional programs and intramural sports in which employees may participate. Fitness and wellness services including fitness assessments, personal training, and massage therapy are also offered.

FITPASS & FITPASS-GROUP FITNESS CLASSES

A FitPass is an all-access pass to the on-site group fitness classes. With this pass you can attend as many classes as you want throughout the week. Marquette Wellness offers on-site group fitness classes for employees and spouses of employees.

SMOKING CESSATION PROGRAM

Marquette University provides benefits for a smoking cessation program through UMR. Marquette University will pay 100% of the cost, up to 180 days per calendar year (two quit attempts per person, per year), for any smoking cessation product, including prescription products and over-the-counter (OTC) products. Please note that a prescription from your provider is needed for OTC smoking cessation products to be covered under the smoking cessation program.
FLEXIBLE SPENDING ACCOUNTS (FSAs)

Employees can contribute pre-tax dollars to a Flexible Spending Account (FSA) to pay for eligible out-of-pocket expenses on a pre-tax basis. If you wish to participate in a health care or dependent care FSA, you must enroll during annual enrollment, when you become newly eligible, or if you experience a qualifying event. Annually, you choose the dollar amount you want to contribute. Your contributions are deducted pre-tax, in equal amounts, from each paycheck throughout the year.

HEALTH CARE FSA

Health Care FSAs can be used for eligible health care expenses including amounts paid for the diagnosis, cure, treatment or prevention of disease and for treatments affecting any part/function of the body. See IRS Publication 969, Health Savings Accounts and Other Tax Qualified Health Plans (irs.gov) for more details and annual amount maximums.

DEPENDENT CARE FSA

Dependent Care FSAs can be used for eligible expenses you incur for qualified day care services for your child under the age of 13, which allow you (and your spouse, if applicable) to work, go to school full time or be looking for employment. If you are caring for an elderly parent who is your tax dependent, expenses for their care during your workday or school day are also eligible. See IRS Publication 503, Child and Dependent Care Expenses (irs.gov) for more details and annual maximums.

LIMITED PURPOSE FSA

Employees enrolled in the high deductible plan may want to contribute to the Limited Purpose FSA. This allows you to set aside pre-tax money to pay for eligible dental and vision expenses only.

IMPORTANT NOTES:

- The FSA is “use it or lose it,” which means that amounts in the account(s) at the end of the plan year can’t be carried over to the next year. However, the Marquette University FSA has a 2½ month grace period. This means you have until March 15 of the next calendar year to incur and file claims for reimbursement.
- Changes to the Health Care FSA can be made due to a qualifying event or during the annual enrollment period.
- Changes to the Dependent Care FSA can be made when you change day care providers, your child turns 13 or the cost of qualified day care expenses changes significantly.
HEALTH SAVINGS ACCOUNTS (HSAs)

A Health Savings Account (HSA) is a tax-advantaged personal health care account. You can contribute funds into an HSA on a pre-tax basis to save for current and future medical expenses, putting you in charge of how you spend your health care dollars. For 2022, the maximum you can contribute to your HSA is $3,650 (employee only) or $7,300 (if covering more than one person). Employees age 55 and older can contribute an additional $1,000 in catch-up contributions.

These accounts are funded through voluntary payroll deductions on a pre-tax basis, so no employment or federal incomes taxes are deducted from these contributions. The interest on these contributions is tax-free. Distributions may be tax-free if you use the contributions to pay for qualified medical expenses. An HSA is portable; it stays with you if you change employers or leave the workforce.

**HOW IT WORKS:**

**Save it.**
An HSA allows you to start saving for health expenses by contributing funds tax-free. There are three ways you can save:

<table>
<thead>
<tr>
<th>Triple Tax Advantage</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 Pre-tax contributions</td>
</tr>
<tr>
<td>2 Tax-free interest and investment earnings</td>
</tr>
<tr>
<td>3 Tax-free payments for qualified medical expenses</td>
</tr>
</tbody>
</table>

**Use it.**
As you save money in your HSA, you can use it to pay for things like prescriptions, deductibles and eye exams as long as they are qualified health care expenses. See IRS Publication 969, Health Savings Accounts and Other Tax Qualified Health Plans (irs.gov) for more details.

**Never lose it.**
Unused funds roll over from year to year, and unlike an FSA, there are no “use it or lose it” rules. So, if you change jobs, change health care plans or retire, it doesn’t matter, it’s yours...for life!

*Notes: The money you save into an HSA is exempt from federal income tax and state income taxes (in most states), and even earns interest. Also, the IRS requires documentation to ensure the expense meets the criteria of the pre-tax account.*
## FSAs & HSAs AT-A-GLANCE

<table>
<thead>
<tr>
<th></th>
<th>Health Care Flexible Spending Account (FSA)</th>
<th>Limited Purpose Health Care FSA</th>
<th>Dependent Care FSA</th>
<th>Health Savings Account (HSA)</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Plan Eligibility</strong></td>
<td>Enrolled in the CPHP medical plan or non-high-deductible plan outside Marquette.</td>
<td>Enrolled in AHDHP or EHDHP only.</td>
<td>Regardless of medical plan election, allows you to set aside pre-tax dollars to pay for dependent care expenses.</td>
<td>Enrolled in AHDHP or EHDHP only.</td>
</tr>
<tr>
<td><strong>Annual Maximums</strong></td>
<td>$2,850</td>
<td>$2,850</td>
<td>$5,000 (per household)</td>
<td>$3,650 (Employee Only)</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>$7,300 (Covering more than one person)</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>$1,000 additional catch-up contribution for members age 55+</td>
</tr>
<tr>
<td><strong>Marquette Contributions</strong></td>
<td>Earned through Wellness Program</td>
<td>N/A</td>
<td>N/A</td>
<td>Earned through Wellness Program</td>
</tr>
<tr>
<td><strong>Eligible Expenses</strong></td>
<td>Eligible out-of-pocket medical, prescription drug, dental and vision expenses such as deductibles, co-pays and coinsurance</td>
<td>Eligible out-of-pocket dental and vision expenses such as deductibles, co-pays and coinsurance</td>
<td>Eligible day care expenses for a dependent child under 13 or for an elderly parent who you claim as a tax dependent</td>
<td>Eligible out-of-pocket medical, prescription drug, dental and vision expenses such as deductibles, co-pays and coinsurance</td>
</tr>
<tr>
<td><strong>Limitations</strong></td>
<td>“Use it or lose it” rule; claims must be incurred and filed by plan year-end. Marquette allows a grace period to March 15 of the following year to incur and file claims.</td>
<td>“Use it or lose it” rule; claims must be incurred and filed by plan year-end. Marquette allows a grace period to March 15 of the following year to incur and file claims.</td>
<td>“Use it or lose it” rule; claims must be incurred and filed by plan year-end. Marquette allows a grace period to March 15 of the following year to incur and file claims.</td>
<td>Contributions roll over from one year to the next. Must be in a high-deductible health plan; cannot be someone else’s tax dependent or enrolled in Medicare.</td>
</tr>
<tr>
<td><strong>Contributions</strong></td>
<td>Pre-tax payroll contributions</td>
<td>Pre-tax payroll contributions</td>
<td>Pre-tax payroll contributions</td>
<td>Pre-tax payroll contributions</td>
</tr>
<tr>
<td><strong>Taxability</strong></td>
<td>Reimbursements are not taxable for eligible expenses.</td>
<td>Reimbursements are not taxable for eligible expenses.</td>
<td>Reimbursements are not taxable for eligible expenses.</td>
<td>Reimbursements are not taxable for eligible expenses; 20% tax for non-eligible reimbursements.</td>
</tr>
</tbody>
</table>

**NOTE:** If you are enrolling in the AHDHP or EHDHP and you have a balance in a Health Care FSA, you (and Marquette) are not able to contribute funds to your HSA until the end of the FSA runout period.
Compensation and Financial Security

Total Rewards of Working at Marquette University

- **HEALTH & WELL-BEING**
  - Medical Insurance
  - Prescription Drug Benefits
  - Dental Insurance
  - Vision Insurance
  - Wellness Programs
  - On-site Recreational Facilities
  - Flexible Spending Accounts
  - Health Savings Accounts

- **COMPENSATION & FINANCIAL SECURITY**
  - Compensation
  - 403(b) Retirement Plans
  - Retirement Benefits
  - Life Insurance
  - Voluntary Benefits
  - Disability Insurance

- **FAMILY & WORK-LIFE FLEXIBILITY**
  - On-site Child Care Center
  - Employee Assistance Program
  - Parental and Other Leaves of Absence
  - Gift of Time
  - Time-off Programs

- **DEVELOPMENT & GROWTH**
  - Tuition Benefits
  - Professional Development
  - Career Opportunities
  - Campus Educational Programs & Events
  - Employee Resource Groups

- **CAMPUS EXPERIENCE**
  - Spiritual & Faith Opportunities
  - Volunteer & Service Activities
  - Recognition Programs & Service Awards
  - Employee Discounts

MARQUETTE UNIVERSITY
EMPLOYEE COMPENSATION

Did you know? Employees can progress within their salary band through merit increases. A position can also move within a salary band if the overall knowledge, skills and abilities required for the position increase or if market data indicates a required change.

COMPENSATION PHILOSOPHY AND RESOURCES
The Marquette University Compensation Program is a merit-based system. The total compensation philosophy is based on being mission-driven, internally equitable and externally competitive, performance-based, valid and reliable, and consistent across the organization.

Human Resources partners with managers and department leaders to meet their compensation needs through the following:

- Performing job analyses of all staff (non-faculty) positions
- Evaluating, updating and classifying new and existing positions accurately
- Providing training and communication on federal and state laws and regulations
- Reviewing labor market trends and analysis
- Auditing for legal, fair and equitable compensation practices
- Interpreting university compensation policies and practices

Human Resources annually reviews compensation information by position and compares salaries to reliable market data.

COMPENSATION BAND SALARY STRUCTURE
The Compensation Program Salary Structure comprises salary bands for exempt and non-exempt positions. The Human Resources Department determines whether a position is exempt (salaried) or nonexempt (hourly) based on the legal criteria set forth in the Fair Labor Standards Act (FLSA). The FLSA is a law governing exemption classification and is necessary for compliance with overtime pay laws.

Placement within the band is determined by the market. Market data is obtained from a variety of reputable sources based on geographic and industry relevance, job matches and the availability of reliable published data.
MARQUETTE UNIVERSITY
403(b) RETIREMENT PLAN

OVERVIEW
Marquette University offers employees the opportunity to save for retirement on a tax-advantaged basis through the Marquette University 403(b) Retirement Plan. While 401(k) Plans are offered to those working at for-profit organizations, 403(b) retirement plans are offered to those working at certain tax-exempt or not-for-profit organizations such as educational institutions. TIAA administers the Retirement Plan on behalf of Marquette University.

EMPLOYEE CONTRIBUTIONS
As a participant under the plan, you may elect to reduce your compensation by a specific percentage (up to the annual IRS dollar maximums) and have that amount deposited in your Marquette University 403(b) Retirement Plan Account. For 2022, the maximum you can contribute is $20,500. If you will attain age 50 or older in 2022, you can contribute an additional $6,500 in catch-up contributions. TIAA will direct you to the number of investment options you can choose from. If you made contributions to another qualified plan in the year you joined Marquette University, your total contributions among all plans cannot exceed the IRS limits.

There are two types of deferral options:

• **Pre-tax Deferrals.** If you elect to make pre-tax deferrals, your taxable income is reduced by the percentage you elect less federal income taxes. Later, when you elect to take a distribution, you will pay the taxes on those deferrals and earnings.

• **Roth Deferrals.** If you elect to make Roth deferrals, the elective deferrals are subject to federal income taxes in the year of the deferral. However, the elective deferrals and, in certain cases, the earnings on the elective deferrals, are not subject to federal income taxes when you take a distribution from the plan.

Marquette University’s 403(b) Retirement Plan allows for rollovers from previous employers if you wish to consolidate your retirement funds. Please contact TIAA to initiate that process.

You will always be 100% vested in your elective deferrals.

EMPLOYER-MATCHING CONTRIBUTIONS
In order to be eligible for the Marquette University employer-matching contribution, you will need to be at least age 21, be currently in a benefit-eligible position, and have two consecutive years of completed service in a benefit-eligible position with a minimum of 1,000 hours worked per year or at least six credits taught per semester.

You may be eligible to receive past service credit towards the two-year waiting period for the employer-match with appropriate proof of qualified past employment with an eligible employer, such as an educational/teaching or research institution whose major function is teaching or research. You must submit a completed request for Past Service Credit, which requires verification from the past employer(s)’ custodian of records or HR department. Marquette’s HR department will verify all requests. Please contact benefits@marquette.edu for more information.

Once you meet these requirements and contribute a minimum of 5% of your base salary, you will receive Marquette’s 8% employer-matching contribution. All contributions are immediately 100% vested to the employee.
MARQUETTE UNIVERSITY 403(b) RETIREMENT PLAN (CONT.) & RETIREE BENEFITS

HOW TO ENROLL

You can enroll any time after the first of the month following your eligibility date by using the TIAA/Marquette website: tiaa.org/public/tcm/Marquette. If you are a first-time user, click “Register with TIAA-CREF” to set up your user ID and password. If you are a returning user, enter your user ID and click “Log in.” It will take one payroll cycle for you to be recognized in TIAA’s system. For additional assistance, call TIAA at (800) 842-2776.

IMPACT OF STARTING TO SAVE EARLY

To maximize your retirement savings potential, you may want to start once you are eligible. As you’ll see in the example at the right, the impact of starting early is dramatic. By starting to put away money earlier, a 25-year-old investing $75 per month accumulates more assets by age 65 than if they had started to invest $100 per month at age 35 — despite investing less each period.

This example is hypothetical and does not represent the performance of a particular investment. Source: https://www.merrilledge.com/article/10-tips-to-help-you-boost-your-retirement-savings-whatever-your-age-cost

RETIREE BENEFITS

An employee of Marquette University will be considered a retiree when they leave the university after attaining a combined age of 55 or older (counted as full, not partial years) and full-time or part-time benefit-eligible years of service totaling 70 or more.

RETIREMENT BENEFITS INCLUDE:

- Discounts on services including those offered through the Marquette faculty practice, Recreational Facilities, and basketball season tickets.
- Access to a retiree health plan prior to age 65 if enrolled at the time of retirement.
- Membership in the Marquette University Retiree Association (MURA). MURA provides opportunities for intellectual stimulation and social interactions among its retirees.
- Continuing education through tuition benefits and other on-campus events and offerings.
LIFE INSURANCE AND MORE

BASIC LIFE INSURANCE

• The basic life insurance benefit is equal to 100% of your annual salary rounded to the next highest $1,000 for full-time employees and is fully paid by Marquette University.

• Part-time, benefit-eligible employees (those who work at least 20 hours per week but less than 37½ hours per week) can enroll and will pay the full cost.

ACCIDENTAL DEATH AND DISMEMBERMENT (AD&D) INSURANCE

• If an employee’s death occurs due to an accident, the benefit will be payable at two times the employee’s annual salary. The AD&D coverage is included with your basic life insurance.

• Travel Protection is also offered under AD&D insurance through MetLife. Pack your travel assistance ID card and leave travel worries at home. This service offers you and your dependents medical, travel, legal, financial and concierge services, 24 hours a day, 365 days a year, while traveling internationally or domestically. With one quick toll-free phone call to the alarm center, you will receive assistance in obtaining the help you need through more than 600,000 prequalified providers worldwide.

OPTIONAL LIFE INSURANCE FOR EMPLOYEES, SPOUSES AND DEPENDENT CHILDREN

• Employees can purchase additional life insurance in the amount of an additional one, two, or three times their salary rounded up to the nearest $1,000 for a combined basic life and optional life amount of $1,000,000. Any amount over $500,000 requires medical underwriting.

• Employees, who are enrolled in the Optional Life Program, can purchase voluntary life insurance through MetLife for their spouse and dependent children, age 26 or younger.

• The spouse benefit can be purchased in $25,000 increments, not to exceed the lesser of $75,000 or 100% of the employee’s Optional Life election, and a flat $10,000 benefit for each covered child age 26 or younger.

• Underwriting for their spouse is required if the benefit exceeds $50,000 during this first guarantee period. No underwriting is required for children regardless of age.

BENEFITS TO ACCOMPANY BASIC LIFE AND AD&D COVERAGE

POLITICAL AND NATURAL DISASTER EVACUATION

• Transportation to evacuate an when officials in a country have declared a natural disaster.

• Transportation to evacuate an employee or dependents where government or embassy officials in a country declare certain categories of people should leave the country.

EXPANDED WORLDWIDE TELECONSULTATION SERVICES

• Within the domestic U.S. and Canada, access to virtual consultation with licensed medical providers 24/7.

MEDICAL EVACUATION/REPATRIATION

• Increase from $500,000 to $1,000,000 per incident for medical evacuation/repatriation or repatriation of remains.

DIGITAL ESTATE PLANNING

• Access to create and execute key estate planning documents online by just answering a few questions.
VOLUNTARY BENEFITS

ACCIDENT INSURANCE

This benefit is offered through MetLife. MetLife Accident Insurance supplements existing medical coverage and helps provide financial support to pay for out-of-pocket expenses such as deductibles, co-payments, and non-covered medical services related to injuries sustained in an accident. Benefits are paid regardless of what is covered by medical insurance. Payments are made directly to you to spend as you choose.

Benefits may be paid for:

- Surgery
- Hospital Admission
- Dislocations
- Fractures
- Organized sports activity injury
- Concussion
- Burns
- Loss of a limb or paralysis
- Surgery
- Wellness health screening

Accident Plan

<table>
<thead>
<tr>
<th>Type</th>
<th>Your Monthly (12) Cost</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employee Only</td>
<td>$11.77</td>
</tr>
<tr>
<td>Employee + Spouse</td>
<td>$23.18</td>
</tr>
<tr>
<td>Employee + Child(ren)</td>
<td>$27.75</td>
</tr>
<tr>
<td>Family</td>
<td>$32.82</td>
</tr>
</tbody>
</table>

CRITICAL ILLNESS

This benefit is offered through MetLife. Upon diagnosis, it provides you with a lump-sum payment of $15,000 or $30,000 in initial benefits, with a total benefit amount of three times (3x) the initial benefit amount ($45,000 or $90,000) if you or a loved one experiences more than one covered condition.

Critical Illness – Monthly Premium for $1,000 of Coverage

<table>
<thead>
<tr>
<th>Attained Age</th>
<th>Employee Only</th>
<th>Employee + Spouse</th>
<th>Employee + Child(ren)</th>
<th>Employee + Spouse / Children</th>
</tr>
</thead>
<tbody>
<tr>
<td>&lt;25</td>
<td>$0.40</td>
<td>$0.90</td>
<td>$0.90</td>
<td>$1.40</td>
</tr>
<tr>
<td>25-29</td>
<td>$0.50</td>
<td>$0.90</td>
<td>$0.90</td>
<td>$1.40</td>
</tr>
<tr>
<td>30-34</td>
<td>$0.60</td>
<td>$1.20</td>
<td>$1.10</td>
<td>$1.60</td>
</tr>
<tr>
<td>35-39</td>
<td>$0.70</td>
<td>$1.50</td>
<td>$1.20</td>
<td>$2.00</td>
</tr>
<tr>
<td>40-44</td>
<td>$1.10</td>
<td>$2.20</td>
<td>$1.60</td>
<td>$2.70</td>
</tr>
<tr>
<td>45-49</td>
<td>$1.50</td>
<td>$3.10</td>
<td>$2.00</td>
<td>$3.60</td>
</tr>
<tr>
<td>50-54</td>
<td>$2.10</td>
<td>$4.40</td>
<td>$2.60</td>
<td>$4.90</td>
</tr>
<tr>
<td>55-59</td>
<td>$2.90</td>
<td>$6.10</td>
<td>$3.40</td>
<td>$6.60</td>
</tr>
<tr>
<td>60-64</td>
<td>$4.10</td>
<td>$8.50</td>
<td>$4.60</td>
<td>$9.00</td>
</tr>
<tr>
<td>65-69</td>
<td>$5.90</td>
<td>$12.30</td>
<td>$6.40</td>
<td>$12.80</td>
</tr>
<tr>
<td>70+</td>
<td>$8.50</td>
<td>$17.50</td>
<td>$9.00</td>
<td>$18.00</td>
</tr>
</tbody>
</table>
VOLUNTARY BENEFITS (CONT.)

HOSPITAL INDEMNITY
If policy and certificate requirements are met, MetLife pays you a flat amount upon your hospital admission and a daily amount for each day of your hospital stay. It also provides payment to you if you’re admitted to or must stay in an intensive care unit (ICU).

<table>
<thead>
<tr>
<th>Hospital Indemnity – Low Plan</th>
</tr>
</thead>
<tbody>
<tr>
<td>Type</td>
</tr>
<tr>
<td>Employee Only</td>
</tr>
<tr>
<td>Employee + Spouse</td>
</tr>
<tr>
<td>Employee + Child(ren)</td>
</tr>
<tr>
<td>Family</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Hospital Indemnity – High Plan</th>
</tr>
</thead>
<tbody>
<tr>
<td>Type</td>
</tr>
<tr>
<td>Employee Only</td>
</tr>
<tr>
<td>Employee + Spouse</td>
</tr>
<tr>
<td>Employee + Child(ren)</td>
</tr>
<tr>
<td>Family</td>
</tr>
</tbody>
</table>

Enrollment is required for the full calendar year. More than 11,000 attorneys participate nationwide, and the attorneys have an average of 23 years of experience. The after-tax premiums are a flat fee of $21 per month via payroll deduction.

Farmers Insurance AUTO AND HOMEOWNERS INSURANCE
The Farmers auto and homeowners insurance program gives employee’s the access to value-added features and benefits including special group discounts on auto and home insurance specially designed to fit your lifestyle and budget. Enrollment in coverage can be made at any time during the year.

The type of policies available through the program include:
- Auto Insurance
- Home Insurance
- Recreational Vehicle
- Personal Property
- Condo

To enroll call 800-438-6381 and use discount code 09D (numeric 0) or go to myautohome.farmers.com and use employer name “Marquette University”.

MetLaw LEGAL PLAN
MetLaw—Hyatt Legal Services is a voluntary group legal plan that provides employees with convenient, professional legal counsel for a variety of legal matters. During phone or office consultations, the attorney will review the law, discuss your rights and responsibilities, explore your options, and recommend a course of action.
DISABILITY BENEFITS

Short-term Disability (STD)
(Provided at no cost by Marquette)

Non-Exempt (Hourly-paid) Employees
- Full-Time regular non-exempt employees are eligible for STD benefits after one year of service and they begin on the 61st continuous working day of absence.
- STD covers illnesses or injuries that meet the criteria under the Family and Medical Leave Act (FMLA).
- Medical documentation must be provided upon request, and on a regular basis, to support the continued absence.
- STD days accrue at two days per month of continuous service.
- STD days are paid at 100%.
- Maximum of 70 days can accrue.
- STD days are separate from sick days.

Exempt (Salaried) Employees
- Full-time and part-time regular exempt employees, including faculty, are eligible for STD benefits after one full year of service.
- STD covers illness or injuries that meet the criteria under the Family and Medical Leave Act (FMLA).
- Medical documentation must be provided upon request, and on a regular basis, to support the continued absence.
- STD days accrue at one day per month and are equal to 100 percent pay.
- Maximum of 130 working days can accrue.

Marquette University’s employee leaves are managed by Leaves Solutions. To request a leave, complete the New Leave Request form or contact Chesney, our Leave Solutions administrator, directly at (262) 345-2094 or chesney@leavesolutions.com.

Long-term Disability (LTD)
(Voluntary benefit; Marquette and employees share the cost 50/50)

All benefit-eligible full-time limited term and full-time regular employees, working 37.5 hours per week with at least a 9-month assignment/contract are eligible for coverage.
- Coverage becomes effective on the first of the month following date of hire/change in eligibility.
- When an employee becomes totally disabled due to sickness and/or injury and beginning after 180 days of continued disability, the covered employee can receive a benefit up to 65% of his/her basic monthly salary to a maximum of $12,000 per month.
- Subject to medical underwriting if you do not provide the enrollment application on or before the 30th calendar after your date of hire/change in eligibility.
- MetLife administers this benefit and processes claims for long-term disability, as well as approves or denies coverage.
Development and Growth

Total Rewards of Working at Marquette University

CAMPUS EXPERIENCE
- Spiritual & Faith Opportunities
- Volunteer & Service Activities
- Recognition Programs & Service Awards
- Employee Discounts

HEALTH & WELL-BEING
- Medical Insurance
- Prescription Drug Benefits
- Dental Insurance
- Vision Insurance
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FAMILY & WORK-LIFE FLEXIBILITY
- On-site Child Care Center
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- Gift of Time
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COMPENSATION & FINANCIAL SECURITY
- Compensation
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- Voluntary Benefits
- Disability Insurance

DEVELOPMENT & GROWTH
- Tuition Benefits
- Professional Development
- Career Opportunities
- Campus Educational Programs & Events
- Employee Resource Groups
TUITION BENEFITS

Marquette University offers its employees certain tuition benefits as part of the university’s overall total rewards program.

These tuition benefits are intended to foster, promote and stress the value of higher education and personal/professional growth and development. By making available a Marquette education to employees, spouses and dependent children, Marquette seeks to promote and uphold the mission of the university.

Certain university programs, such as the Executive MBA program and online degree programs, are not eligible for this benefit.

TUITION BENEFITS FOR EMPLOYEES

This benefit allows full-time regular and part-time regular employees to attend classes or obtain an undergraduate and/or graduate degree*. The offering allows full-time employees to take seven credit hours in each of the spring and fall semesters, four credit hours in the J-session, and eight credit hours in the summer session. Part-time staff are eligible for prorated tuition benefits.

You are eligible for this benefit at the beginning of the next academic term following your hire date.

TUITION BENEFITS FOR SPOUSES

This benefit allows spouses of full-time regular employees to attend classes or obtain an undergraduate and/or graduate degree*. The offering allows spouses of full-time employees to take seven credit hours in each of the spring and fall semesters, four credit hours in the J-session, and eight credit hours in the summer session.

Spouses are eligible for this benefit at the beginning of the next academic term following the eligible employee’s hire date.

TUITION BENEFITS FOR DEPENDENTS

This benefit allows dependent children of full-time regular employees to attend on-campus classes on a full-time basis at Marquette University in undergraduate and graduate degree* programs. Each student is required to meet the usual academic and other requirements for admission to, and retention by, the university.

FACHEX and Tuition Exchange are undergraduate tuition benefit options that allow dependents eligible for tuition benefits at Marquette to apply for the same benefits at participating Jesuit (through FACHEX) or other (through Tuition Exchange) host institutions.

Eligibility for dependent tuition benefit begins the academic term after an eligible employee completes five consecutive year of full-time employment.

For more details on Tuition Benefits, please see the Marquette University’s Policies and Procedures 4-09 Tuition Benefit Programs.

*Graduate degree benefits are taxable
Marquette University offers opportunities for all employees to grow personally and professionally. Please talk with your supervisor about the programs that can contribute to your career and professional development.

**GROW with Marquette topics include:**

- Professional development courses such as Change Management, Workstyle Assessments, Running Effective Meetings, Managing Blended Work Environments, Appraising Performance, etc.
- Personal and wellness topics such as Resiliency; Budgeting Skills; Retirement Planning; Ignatian Spirituality, Healthy Cooking, etc.
- Technology training for software programs and topics such as Excel, Cybersecurity Awareness, SharePoint, Teams, etc.

GROW course listing and registration information are found on the Human Resources website.

**LEADERSHIP DEVELOPMENT PROGRAM**

We know that good leadership makes a profound difference on organizational performance. To meet the goals of Beyond Boundaries and to be recognized among the most innovative and accomplished Catholic, Jesuit universities in the world, we need to invest in the people who make that happen -- our employees -- and specifically leaders of people.

Refer to Marquette’s website to see additional offerings for on-campus programs, speakers and events, and Employee Resource Groups (ERGs) activities.

Off-campus workshops, certifications and continuous learning opportunities can also be discussed with your supervisor.
EMPLOYEE RESOURCE GROUPS (ERGs)

The Office of Institutional Diversity and Inclusion supports several Employee Resource Groups (ERGs) that actively engage the campus and Milwaukee-area communities.

As envisioned in Marquette’s strategic planning theme, A Culture of Inclusion, the primary objectives of ERGs are to promote a sense of community, build personal and professional networks, enhance employee support and retention, and assist in attracting new employees to Marquette to foster a diverse and inclusive community.

Each ERG has a direct link to a liaison on the University Leadership Council.

While the ERG model is based on a common background or characteristics, in the spirit of inclusivity, any employee can join any ERG. As you’ll see below, there are a variety of ERGs that have been formed across Marquette’s campus.

For more information, see: marquette.edu/diversity/employee-resource-groups.php

<table>
<thead>
<tr>
<th>Employee Resources Groups</th>
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</thead>
<tbody>
<tr>
<td>Hispanic/Latinx Faculty and Staff Association</td>
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<tr>
<td>LGBTQ Employee Resource Group</td>
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<tr>
<td>Marquette Black Faculty and Staff Network</td>
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<tr>
<td>Marquette Moms</td>
</tr>
<tr>
<td>Womxn of Color Resource Group</td>
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<tr>
<td>Marquette Social Professionals</td>
</tr>
<tr>
<td>Women of Marquette Resource Group</td>
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<tr>
<td>Sustainable Marquette</td>
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</tbody>
</table>
Family and Work-Life Flexibility

Total Rewards of Working at Marquette University
ON-SITE CHILD CARE

ABOUT THE ON-SITE CHILD CARE CENTER

The Marquette University Child Care Center is an on-site, employer-sponsored nonprofit organization dedicated to quality care for children of all those who make up the Marquette University community — students, staff, faculty and alumni. Childcare is available from 7:00 a.m. to 5:30 p.m. at competitive rates. The center provides year-round care for children ages six weeks to five years and summer programs for ages six to 12. Enrollment is subject to space availability. You are eligible for this benefit upon your date of hire/change in eligibility and subject to availability.

OUR CHILD CARE CENTER PHILOSOPHY

While respecting and appreciating all faiths, the Marquette University Child Care Center reflects the Jesuit tradition by developing the whole person, encouraging verbal skills, and fostering service to the community.

We believe that the whole child develops in an orderly manner by passing through stages of development, which occur in predictable sequential fashion according to their physical, social, emotional, and cognitive growth.

We provide:

- Experiences in dramatic play, math, art, science, music, language, pre-reading, and pre-writing
- Verbal activities that enable children to develop the critical-thinking skills necessary to further learning
- Assistance in identifying and participating in activities that will help better the larger communities and world in which they live

In pursuing these objectives, the major task and calling of the teacher is to nurture the self-esteem of each child. Children who are secure and have a strong sense of self-worth develop into whole persons, ready to tackle any future learning activity and able to give of themselves.
EMPLOYEE ASSISTANCE PROGRAM (EAP)

Marquette University provides a confidential, independent Employee Assistance Program (EAP) through Advocate Aurora. These services include assistance with counseling, work-life issues, and resource identification.

The EAP services are provided by Marquette University and are available upon hire to all employees and members of their household at no cost to you.

The EAP offers up to six free sessions per situation or episode with a master’s-level counselor with whom employees can talk about their emotional, stress-related, relationship, or family or work concerns in person or over the phone.

HELP FOR PERSONAL CHALLENGES, BIG AND SMALL

Life is filled with change and uncertainty. The responsibilities and demands on our time can be overwhelming. It happens to all of us. Calling the Advocate Aurora EAP can be the first step toward taking charge of a situation that is affecting your health and well-being. The EAP is available to employees and those residing in your household.

CALL FOR ASSISTANCE WITH:

- Referrals to Mental/Behavioral Health Services within the community
- Workplace Concerns
- Anxiety & Depression
- Alcohol or Drug Abuse
- Parent/Child Problems
- Financial Pressures
- Legal Consultation
- Difficulty with School/Peers
- Elder Care/Child Care
- Balancing Work & Family

You may reach the EAP by calling (800) 236-3231. Counselors are available 24/7.
LEAVES OF ABSENCE

FAMILY, MEDICAL AND PARENTAL LEAVES

Marquette University provides leaves of absence to employees for family and medical purposes. A leave of absence is approved time off from the employee’s job for valid medical, personal, family, military, or other circumstances, in accordance with university guidelines, and as required by state and federal regulations. Proper documentation is required.

Marquette has partnered with Leave Solutions, a Family and Medical Leave Act (FMLA) services organization to provide personalized, one-on-one leave management services to our employees. Leave Solutions will work with you from start-to-finish to ensure a thorough and smooth leave process.

If you have questions about an upcoming or current leave, please contact Chesney Rose, Marquette’s Leave Solutions consultant, at (262) 345-2094 or chesney@leavesolutions.com.

Employees are encouraged to work with their supervisor and Leave Solutions if time off from work is needed for reasons other than a vacation request or scheduled doctor/dentist appointment.

MILITARY PAY AND LEAVE

The university provides supplemental pay for annual military service, such as an annual two-week training. For other active service, the university provides the employee’s pay, without any offsets, for the first two weeks of active duty.

Additionally, the university provides unpaid leave time in accordance with the Uniformed Services Employment and Reemployment Rights Act (USERRA).

The leave provisions do not apply to those employees who terminate employment to voluntarily enlist in the U.S. military.

In order to be eligible for military pay or leave, advance notice and proper documentation to Human Resources are required.

OTHER LEAVES OF ABSENCE

Other types of leave shown below are also offered through Marquette University. These leaves of absences do not fall under the FMLA) and may be subject to departmental approval.

- Academic
- Bereavement
- Jury Duty
- Personal
- Retreat
- Sabbatical
TIME-OFF PROGRAMS –
GIFT OF TIME

THE GIFT OF TIME is a benefit unique to Marquette University and allows employees time to rest, rejuvenate and spend time with family and friends.

The university is closed during the following timeframes, and as a result, no work takes place except for work done by Marquette University’s Essential Services employees.

The Gift of Time occurs:
• Christmas Eve through New Year’s Day
• The week containing July 4
TIME-OFF PROGRAMS (CONT.)

VACATION AND HOLIDAYS

Vacation time is provided for rest and relaxation. Vacation may be taken in full-day or half-day increments, or in one-hour increments (non-exempt only) if scheduled and approved in advance.

VACATION TIME AND HOLIDAYS

The “vacation year” for non-exempt employees is the 12-month period following the anniversary of the date of hire. For example, the “vacation year” for an employee with a hire date of April 15 would be April 15 through April 14 of the following year. The “vacation year” for exempt employees is the fiscal year, July 1 through June 30.

Regular part-time benefit-eligible employees and employees working less than 12 months per year will receive vacation benefits on a prorated basis.

VACATION ACCRUAL

<table>
<thead>
<tr>
<th>Length of Service</th>
<th>Full-Time Staff (Non-Exempt &amp; Exempt)</th>
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</thead>
<tbody>
<tr>
<td>Years 1 through 4</td>
<td>3 Weeks</td>
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<tr>
<td>Years 5 through 19</td>
<td>4 Weeks</td>
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<tr>
<td>Year 20 and above</td>
<td>5 Weeks</td>
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</table>

FLOATING HOLIDAY

Full-time employees scheduled to work a minimum of 37.5 hours per week on an academic or 12-month calendar basis will receive one floating holiday per year after one year of employment.

FACULTY

Full-time university dental school faculty and librarian faculty are eligible for four weeks of vacation upon hire. All other faculty do not earn vacation time, but rather have time off during the academic calendar breaks (e.g., spring break, winter break, summer, etc.).

SICK DAYS

All full-time and part-time non-exempt (hourly) employees accrue paid sick leave at the rate of one day per month (12 sick days per year) beginning with their date of hire, up to a maximum of 60 days. Sick leave can be taken and paid only to the extent that it has been earned and available for usage. Accrued sick time may be used for health care appointments for employees, and documentation may be required. Sick time can be used after three months of employment.

Please Note: Faculty and exempt employees (salaried), both full-time and part-time, are covered by the university’s short-term disability program for absences due to illness or injury.

<table>
<thead>
<tr>
<th>HOLIDAY SCHEDULE</th>
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<tbody>
<tr>
<td><strong>OBSERVED HOLIDAYS</strong></td>
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<tr>
<td>Dr. Martin Luther King, Jr. Day</td>
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<tr>
<td>Good Friday</td>
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<tr>
<td>Memorial Day</td>
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</tbody>
</table>
Campus Experience

Total Rewards of Working at Marquette University

CAMPUS EXPERIENCE
- Spiritual & Faith Opportunities
- Volunteer & Service Activities
- Recognition Programs & Service Awards
- Employee Discounts

HEALTH & WELL-BEING
- Medical Insurance
- Prescription Drug Benefits
- Dental Insurance
- Vision Insurance
- Wellness Programs
- On-site Recreational Facilities
- Flexible Spending Accounts
- Health Savings Accounts

FAMILY & WORK-LIFE FLEXIBILITY
- On-site Child Care Center
- Employee Assistance Program
- Parental and Other Leaves of Absence
- Gift of Time
- Time-off Programs

COMPENSATION & FINANCIAL SECURITY
- Compensation
- 403(b) Retirement Plans
- Retirement Benefits
- Life Insurance
- Voluntary Benefits
- Disability Insurance

DEVELOPMENT & GROWTH
- Tuition Benefits
- Professional Development
- Career Opportunities
- Campus Educational Programs & Events
- Employee Resource Groups
SPIRITUAL, FAITH, VOLUNTEER & SERVICE OPPORTUNITIES

MISSION AND MINISTRY

Marquette University encourages all employees to take advantage of opportunities for continued spiritual development according to their religious tradition. Opportunities for spiritual growth and development are available through the Faber Center and other sources on campus.

Some highlights of the programs offered include:

• Retreats – Two days of retreat leave each calendar year.
• Mission Convocation – Half-day mission seminar with Marquette leadership.
• Marquette Colleagues’ Program – Semester-long program to deepen mission integration in work.
• Mission Week – First week in February of each year. Inspirational speakers, reflections, prayer services, lunches and more where we learn more about St. Ignatius of Loyola and celebrate the Marquette mission in the university.
• Faber Center for Ignatian Spirituality – One-to-one spiritual direction, retreats, learning activities, Bible studies, and more. Please contact the Faber Center at fabercenter@Marquette.edu for more information on various retreats currently being offered to Marquette employees.

VOLUNTEER/SERVICE OPPORTUNITIES

Holiday Giving Tree

Volunteers coordinate donations from Marquette University employees to provide gifts to adults and children alike who may not otherwise receive anything for Christmas. Marquette has been participating in Holiday Giving Tree for over 25 years.
RECOGNITION PROGRAMS & SERVICE AWARDS

EXCELLENCE IN UNIVERSITY SERVICE AWARD
The Excellence in University Service Award recognizes staff members for their contributions to the essential work of Marquette at the highest level of excellence. Candidates are nominated based on meritorious service that is above and beyond the duties normally assigned to their positions.

EXCELLENCE IN DIVERSITY AND INCLUSION AWARD
The Excellence in Diversity and Inclusion Award recognizes one staff member and one faculty member who demonstrate exemplary leadership and manifest the ideals of diversity, equality and inclusion into practice.

LENGTH OF SERVICE RECOGNITION
Marquette University recognizes employees who celebrate milestone anniversaries. These employees are recognized at the annual employee anniversary luncheon.

QUARTER CENTURY CLUB
Annually, members of the Marquette family who served the university for 25 years or more gather for a meal.
EMPLOYEE DISCOUNTS

DISCOUNTS
Discounts are available at The Spirit Shop, Book Marq, and Haggerty Museum of Art gift shop, as well as various local business and vacation attractions.

BASKETBALL TICKETS
Season tickets are available at reduced rates. To be eligible, new employees must be on the payroll as of October 1.

LIBRARY PRIVILEGES
Employees are eligible to use the Raynor Memorial Library and Law Library facilities with a valid Marquette University ID.

PARKING
Well-lit, surface or structure parking is available for a competitive monthly fee through payroll deduction.

RECREATION FACILITIES
The Rec Center and Rec Plex offer discounted annual fees to employees.

THEATRES, LECTURES AND CULTURAL EVENTS
Employees may receive discounts on a variety of presentations including Marquette University productions.
# PROVIDER DIRECTORY

<table>
<thead>
<tr>
<th>BENEFIT PROVIDER</th>
<th>PHONE</th>
<th>WEBSITE/EMAIL</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>MEDICAL INSURANCE: UMR</strong>&lt;br&gt;(Network: UnitedHealthcare Choice Plus)</td>
<td>(800) 207-3172</td>
<td>umr.com</td>
</tr>
<tr>
<td><strong>PRESCRIPTION DRUGS: Navitus</strong>&lt;br&gt;(Network: Navitus Select)</td>
<td>(866) 333-2757</td>
<td>navitus.com</td>
</tr>
<tr>
<td><strong>MAIL ORDER PHARMACY: Postal Prescription Service</strong></td>
<td>(800) 552-6694</td>
<td>ppsrx.com</td>
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<tr>
<td><strong>SPECIALTY PRESCRIPTION DRUGS: Lumicera</strong></td>
<td>(855) 847-3553</td>
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<tr>
<td><strong>CHRONIC CONDITION MANAGEMENT: Tria Health</strong></td>
<td>(888) 799-8742</td>
<td>triahealth.com</td>
</tr>
<tr>
<td><strong>DENTAL: Delta Dental</strong></td>
<td>(800) 236-3713</td>
<td>deltadentalwi.com</td>
</tr>
<tr>
<td><strong>VISION: VSP</strong></td>
<td>(800) 877-7195</td>
<td>vsp.com</td>
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<tr>
<td><strong>WELLNESS PROGRAM: Marquee Health</strong></td>
<td>(800) 882-2109</td>
<td>mymarqueehealth.com</td>
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<tr>
<td><strong>HEALTH SAVINGS ACCOUNT (HSAs)</strong>&lt;br&gt;FLEXIBLE SPENDING ACCOUNTS (FSAs)&lt;br&gt;HEALTH CARE &amp; DEPENDENT CARE: WEX (Formerly Discovery Benefits)</td>
<td>(866) 451-3399</td>
<td>wexinc.com</td>
</tr>
<tr>
<td><strong>EMPLOYEE ASSISTANCE PROGRAM (EAP): AdvocateAurora</strong></td>
<td>(800) 236-3231&lt;br&gt;24/7 access</td>
<td>aah.org/eap</td>
</tr>
<tr>
<td><strong>FMLA/SHORT-TERM DISABILITY: Leave Solutions</strong></td>
<td>(262) 345-2094</td>
<td><a href="mailto:chesney@leavesolutions.com">chesney@leavesolutions.com</a></td>
</tr>
<tr>
<td><strong>LONG-TERM DISABILITY: MetLife</strong></td>
<td>(800) 300-4296</td>
<td>metlife.com</td>
</tr>
<tr>
<td><strong>LIFE AND AD&amp;D INSURANCE: MetLife</strong></td>
<td>(800) 638-6420</td>
<td><a href="mailto:lifeclaimsubmit@metlife.com">lifeclaimsubmit@metlife.com</a></td>
</tr>
<tr>
<td><strong>ACCIDENT, CRITICAL ILLNESS, HOSPITAL INDEMNITY: MetLife</strong></td>
<td>(800) 438-6388</td>
<td>metlife.com</td>
</tr>
<tr>
<td><strong>LEGAL SERVICES:&lt;br&gt;MetLaw Hyatt Legal Services</strong></td>
<td>(800) 821-6400</td>
<td>member.legalplans.com</td>
</tr>
<tr>
<td><strong>AUTO &amp; HOMEOWNERS INSURANCE: Farmers Insurance</strong></td>
<td>(800) 438-6381&lt;br&gt;Discount code: 09D (numeric 0)</td>
<td>myautohome.farmers.com</td>
</tr>
<tr>
<td><strong>RETIREDMENT 403(b) PLAN: TIAA</strong></td>
<td>(800) 842-2776</td>
<td>tiaa.org/public/tcm/marquette</td>
</tr>
<tr>
<td><strong>HUMAN RESOURCES</strong></td>
<td>(414) 288-7305</td>
<td><a href="mailto:benefits@marquette.edu">benefits@marquette.edu</a></td>
</tr>
</tbody>
</table>

*Employer: Marquette University*
DISCLAIMER

The information provided in this Guidebook is advisory. Separate plan documents explain each benefit in more detail, and the various benefits are controlled by the language of the plan documents, which can be accessed through the HR website at: https://www.marquette.edu/hr/employeebenefits.shtml. Additionally, benefits in the Collective Bargaining Agreements take precedence over this guide. Benefits may be modified, added, or terminated at any time, at the Company’s discretion, or by the insurance company. This information is provided for general information purposes only and should not be considered legal or tax advice or legal or tax opinion on any specific facts or circumstances. Readers and participants are urged to consult their legal counsel and tax advisor concerning any legal or tax questions that may arise. Any tax advice contained in this communication (including any attachments) is not intended to be used, and cannot be used, for purposes of (i) avoiding penalties imposed under the U. S. Internal Revenue Code or (ii) promoting, marketing or recommending to another person any tax-related matter.