



Introducing Your NYU Employee Benefits

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|----------|--|
| 114: | Part-time Laboratory and Technical Staff |
| 116: | Part-time Office and Clerical Staff |
| 117 PAR: | Part-time Non-union Service Staff (Parity) |

Welcome to New York University! As a University, NYU is proud of its rich history and reputation in the academic field. As an employer, we're equally proud of the opportunities and advantages we offer to our employees. And, many of those advantages are found in your employee benefits. NYU offers a highly competitive level of benefits to help ensure you and your family are financially secure. This brochure provides you with an overview of your benefits. For more information, contact the NYU Benefits Office at 212-998-1270 or via email at benefits@nyu.edu. If you would like to schedule an appointment with a Benefits Specialist, please call to make an appointment. The Benefits Office is located in the Fairchild Building at 7 East 12th Street, 2nd floor.

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You are entitled to receive a Summary Plan Description (SPD) according to the rights and protections guaranteed under the Employee Retirement Income Security Act of 1974 (ERISA). An SPD provides a summary of the benefits available under the employee benefit plans. You can find and print out the SPDs from the NYU Human Resources web site at www.nyu.edu/hr. If you do not have access, please contact the NYU Benefits Office via phone at 212-998-1270 or via e-mail at benefits@nyu.edu and you will be sent the SPDs in printed form. Furthermore, upon request of any participant, we will send the participant a paper copy of any SPD, free of charge.

The benefit plan descriptions in this booklet only highlight your benefits. More complete information and important exclusions can be found in the Summary Plan Descriptions available at the NYU Benefits Office. The formal plan documents, also available in the NYU Benefits Office, contain all the plan details and legally govern their operation. The University reserves the right to change, amend, or terminate benefit coverage at any time. Contact the NYU Benefits Office for the most up-to-date information. New York University is an affirmative action, equal opportunity employer.

Issue Date: April 2004

Medical Plan Options

You have two types of medical plans from which to choose coverage.

Health Maintenance Organizations

You may choose to enroll in one of the following three health maintenance organizations (HMOs) offered by NYU as long as its services are available in your residential area:

- Aetna HMO
- HIP HMO
- Oxford Health Plans HMO

How the HMO Plans Work

Primary Care Physician

When you enroll in an HMO, you select a Primary Care Physician (PCP) from the HMO's provider directory or web site. To receive care from a specialist or other provider who is part of the network, you must obtain a referral from your PCP.

Copays

HMOs usually require copays for doctor's office visits, prescription drugs, and certain other services. The Health Plan Comparison Chart included in your enrollment kit or available on request from the HR Benefits web site, includes the copays you will incur for each service under each HMO.

Out-of-Pocket Costs

With an HMO, your out-of-pocket costs are typically limited. That's because the HMO negotiates with providers in its network to provide quality services at discounted rates; in exchange, you're required to receive all your treatment from physicians, specialists, hospitals, and other providers who are part of the HMO's network. You generally are not covered for services received from a provider outside the network.

When Does Coverage Begin?

Your coverage may begin on the day after you complete three months of employment with NYU.

The NYU Point-of Service Plan

You may want to consider the flexibility available to you with the NYU Point-of-Service Plan (administered by UnitedHealthcare). The plan offers you the advantages of an HMO through the "in-network" part of the plan but also allows you the flexibility of a traditional indemnity plan through its "out-of-network" benefits.

How the Point-of-Service (POS) Plan Works

Each time you seek medical care, you have a choice to make. You can select a PCP who is part of UnitedHealthcare's network and allow that physician to coordinate your care. You'll pay less for services when you use the UnitedHealthcare network of doctors, hospitals, specialists, and other health care providers. Or, you can choose to receive care from a physician or other health care provider who is not part of the network; the plan will reimburse you for covered expenses in the same way as an indemnity plan. You can make the decision whether to stay in-network or go outside the network whenever you or a family member needs care.

| AT A GLANCE | | |
|---|--------------------------------|--|
| Here's a quick comparison of in-network and out-of-network benefits | | |
| Plan Provision | In-Network | Out-of-Network |
| Annual Deductible (individual/family) | None | \$200/\$500 |
| Copay/Coinsurance Doctor's Office Visits | You pay \$5 or \$10* | You pay 20% of the reasonable and customary (R&C) covered expenses, after the deductible |
| Hospital Services | You pay 10% of discounted fees | You pay 20% of R&C covered expenses, after the deductible |
| Annual Out-of-Pocket Maximum (individual/family) | \$1,000/\$2,000 | \$2000/\$4,000 |
| Lifetime Maximum | Unlimited | \$1,000,000 |

* You pay \$5 when you receive care from an NYU Medical Center doctor who is part of the Medical Center's University Physicians Network and is a member of the UnitedHealthcare network. You pay \$10 when you receive care from any other provider in the UnitedHealthcare network.

What's Covered Under the Two Types of Plans

The NYU Point-of-Service Plan and the HMOs both cover hospitalization, doctor's office visits, surgery, and other medically necessary care. In addition, these plans each provide some wellness and preventive care services. For details on rules and coverage within the NYU Point-of-Service Plan and each HMO, refer to the Health Plan Comparison Chart, the NYU Point-of-Service Plan Summary Plan Description (SPD) or the HMO kits. All of this information is also available online at www.nyu.edu/hr/benefits.

Some Important Facts About Medical Coverage

Whether you choose to enroll in the NYU POS Plan or an HMO here are some important facts to consider:

Cost

You pay the full cost of coverage. The NYU Benefits Office can provide you with the current costs.

Covering Dependents

You may choose one of the following coverage categories:

- Single (self only);
- Two-person (self plus one eligible dependent*); or
- Family (self plus two or more eligible dependents).

Note: Proof of the dependent relationship (e.g., marriage certificate, birth certificate showing both the parents' and child's names) is required before dependents can be enrolled.

In addition, you may enroll a registered same-sex domestic partner. For more information, contact the NYU Benefits Office.

Dependent children are eligible for coverage up to age 19 or up to age 25 while a full-time student.

Changing Coverage

You can change your health care coverage once a year during the fall open enrollment period. If you change your coverage during the enrollment period, your new coverage will go into effect January 1 of the following year. You can change the level of your coverage during the year only if you have a qualifying status change.

Women's Health and Cancer Rights Act of 1998

In 1998, the United States Congress passed the Women's Health and Cancer Rights Act. This act affects both group and individual health plans that provide medical/surgical coverage for a mastectomy. This act requires these health plans to provide coverage for reconstructive surgery and related services that may follow a mastectomy.

In compliance with the law, NYU medical plans cover the following services:

- Coverage will be provided for reconstructive surgery of the breast on which a mastectomy has been performed.
- Coverage will be provided for surgery and reconstruction of the other breast to produce a symmetrical appearance.
- Coverage will be provided for prostheses and physical complications through all stages of a mastectomy, including swelling associated with removal of lymph nodes.
- Coverage will be in a manner that is determined in consultation with the attending physician and patient.

The plan deductibles, coinsurance, and copayments that are in effect at the time service is provided will apply to the coverage described above.

All other terms and conditions of your NYU medical plan will apply to this coverage.

If you have any questions or concerns about how this legislation affects you and your health plan, please call the customer service telephone number on your health plan identification card.

Continuation of Coverage

The Consolidated Omnibus Budget Reconciliation Act (COBRA) provides special rules that allow you to continue medical coverage for a period of time after coverage would otherwise end. Should this happen, NYU will contact you with instructions for continuing coverage. During the continuation period, you'll pay the full cost of coverage plus a 2% administrative fee.

Coverage is available if your coverage ends because of termination (except for gross misconduct) or because you are no longer eligible for coverage. You can continue coverage under your medical benefits plan for up to 18 months (if you become disabled within the first 60 days of COBRA coverage, coverage can continue for an additional 11 months).

How COBRA Could End

Continued coverage under your medical benefits plan (COBRA) could end under the following circumstances:

- NYU stops providing group health plan benefits;
- You do not make the required monthly payments in a timely manner;
- You obtain new coverage under another group health plan (for example, a new employer), unless the new plan has a pre-existing condition limitation.

Coverage Certification

Based on provisions of the Health Insurance Portability and Accountability Act, which went into effect June 1, 1997, if you leave NYU after this date, you'll receive a certificate confirming your period of coverage under your medical benefits plan. This certificate will be provided when your coverage as an active employee ends, when your coverage under COBRA ends, or upon your request within 24 months after coverage under the plan ends.

Converting to an Individual Policy When Your Coverage Ends

If you have been employed by NYU for at least three months, and your coverage under the medical benefits plan ends or the period during which coverage has been continued at your own expense has ended, you may be able to convert your coverage to an individual policy. The insurance company determines the medical coverage you receive and the premium you pay.

Keep in mind, the coverage available under an individual policy may not be as comprehensive as that provided by NYU. In addition, you'll pay more for coverage because your premiums will be based on an individual policy rate, not a group rate.

To make this conversion, you must apply for an individual policy in writing within 31 days after your NYU coverage ends. Contact your medical insurance carrier at the phone number on your medical identification card for an application.

Qualifying Status Change

Generally, you can only change your benefit elections during the calendar year if you have a qualifying status change.

Changing Dependent Coverage

You can add or delete eligible dependents from your medical coverage only:

- During the fall open enrollment period each year; or
- Within 31 days of a qualifying status change.

Note: The change in your level of coverage will be effective as of the date of the status change.

Eligible Qualifying Status Changes

A qualifying status change occurs when:

- Your marital status changes (or you register or revoke a same-sex domestic partnership).
- You increase or decrease your number of dependents (birth, death, adoption or placement for adoption).
- Your dependent child is no longer eligible for coverage according to the terms of the plan(s) (exceeds age 19 or 25 if a full-time student or marries).
- A court decree orders that you must provide health coverage for your dependent.
- Your or your dependent's work site changes.
- Your or your dependent's residence changes.
- Your dependent's Medicare/Medicaid eligibility status changes.
- Your spouse's/partner's employer's plan has a different plan year and open enrollment period than NYU's.
- Coverage under your spouse's/partner's plan is significantly curtailed or ceases.
- Your spouse's/partner's employer adds new health plan options.
- NYU adds new health plan options.
- Your provider of dependent care changes.
- Your cost for dependent care significantly increases or decreases.
- You or your spouse/partner commences or returns from a Family and Medical Leave Act (FMLA) leave.

Note: The term "dependent" refers to any of the following as defined by the plan: your spouse, your same-sex domestic partner that you have registered with the NYU Benefits Office, your child, your step-child, your adopted child or child placed with you for adoption, the child of your registered same-sex domestic partner.

Accident and Disability Insurance

| Plan | Your Cost |
|---|--|
| <p><i>Travel Accident Insurance</i></p> <p>You are covered under the plan by American International Group (AIG) when you travel on NYU business. For more information about Travel Accident Insurance, contact the NYU Insurance Department. Coverage begins on the date you are hired.</p> | <p>NYU provides this coverage at no cost to you.</p> |
| <p><i>Sick Pay</i></p> <p>Part-time regular employees who have completed the probationary period are eligible for prorated sick days based on the numbers of hours they are scheduled to work each week. (Eligibility for sick days follows the same guidelines as for full-time employees.) See the NYU Staff Handbook for details.</p> | <p>NYU provides this benefit at no cost to you.</p> |
| <p><i>New York State Disability Benefits</i></p> <ul style="list-style-type: none"> ▪ Should you use up your accumulated days of sick pay, you can start to collect New York State Disability benefits, which replace 50% of your average weekly pay to a maximum benefit of \$170 a week. ▪ Benefits start after you've been absent for five consecutive working days and are payable for up to 26 weeks from the start of a qualifying period of disability. ▪ You must have earned income for a minimum of 8 weeks to be eligible for NYS Disability Benefits. | <p>New York State requires that you pay \$.60 per paycheck for New York State Disability benefits.</p> |
| <p><i>Workers' Compensation</i></p> <p>Workers' Compensation is insurance that provides cash benefits and medical care for workers who are injured or become ill as a direct result of their job. You are also not responsible for the cost of medical treatment when such treatment is rendered because of a work-related injury or illness. See the NYU Staff Handbook for details. Coverage begins on the date you are hired.</p> | <p>NYU pays the entire cost of Workers' Compensation.</p> |

Retirement Benefits

The NYU Staff Pension Plan

NYU pays the full cost of the Staff Pension Plan.

When Can You Participate?

If you're in an eligible job category, you can generally begin participating in the NYU Staff Pension Plan on the **September 1** after you reach age 21 and have completed one year of service with NYU during which you worked at least 1,000 hours.

How Service Is Counted

Years of credited service and vesting service include each calendar year in which you have at least 1,000 hours of service, counting all hours for which you receive pay. If you have between 500 and 1,000 hours of service in a calendar year, your participation in the plan will continue but you will not earn a year of credited service for that year, nor will you earn a year of vesting service. If you have 500 hours of service or less in a calendar year you will have a break in service for that year.

Figuring your benefit. Plan benefits are calculated using a formula that multiplies your final average earnings by a percentage that increases with each service milestone you reach. In other words, the longer you're with the University, the higher you're pension will be.

Vesting. You are fully vested once you have completed five years of service.

Normal retirement. Normal retirement is generally at age 65, although you may retire before or after then (assuming you meet Plan requirements).

Payment options. While benefits are normally paid to you as an annuity, there are a number of payment options that allow you to also provide benefits to your surviving spouse or other beneficiary.

Supplemental Tax-Deferred Annuity Plan

The Supplemental Tax-Deferred Annuity Plan (STDA) is a defined contribution plan, which is authorized by Section 403(b) of the Internal Revenue Code. You make all contributions to this plan.

When Can You Participate?

You are eligible to join the Supplemental Tax-Deferred Annuity (STDA) Plan on the day you are hired at NYU.

How the Plan Works

- You can contribute up to the IRS limit for your age as shown on the next page.
- Your contribution, which is deducted from your salary on a before-tax basis, is deposited into your 403(b) plan account.
- You choose where you want your contributions to be invested. You may select from 10 TIAA-CREF funds and more than 60 Vanguard funds.
- You can divide your contributions among any number of these funds.

Advantages of the STDA Plan

Tax-deferred contributions. Your contributions are tax-deferred. This means you do not pay current federal, New York State, or New York City taxes on these amounts. (Check the provisions of your state and locality for tax deductibility of your contributions.)

- **Full vesting.** You are fully vested from the time you join. This means that you never forfeit any money accumulated in your accounts even if you leave NYU.
- **Transfer flexibility.** You may transfer money between funds at any time.
- **Compounding of returns.** Your earnings compound tax-deferred while your funds are invested in the STDA. This means that returns grow faster than if part of them went to pay taxes each year.

Contributions to the Plan

You determine the amount you wish to contribute. However, the allowed maximum contribution amount is limited by law.

Allowed Maximum Contribution Amounts Under The Economic Growth and Tax Relief Reconciliation Act of 2001 (EGTRRA)

| If you are under age 50 | If you are age 50 or older |
|--------------------------------|-----------------------------------|
| 2004 — \$13,000 | \$16,000 |
| 2005 — \$14,000 | \$18,000 |
| 2006 — \$15,000 | \$20,000 |

Note: NYU does not make contributions to the STDA.

Finding Schools

The Office of Work-Life Services provides consultation and information to families with children ages four and older on educational options, issues to consider when choosing a school, and discounts at local private schools. For more information and assistance, call 212-998-9085 or email worklife@nyu.edu.

For More Information

For more information about these programs visit www.nyu.edu/hr or contact the Office of Work-Life Services by emailing worklife@nyu.edu or by calling 212-998-9085.

Balancing Work And Home Responsibilities

Child and Adult Care Consultation and Referral Program

Ceridian LifeWorks® provides comprehensive child and adult care information and referral services for all NYU employees.

The services related to parenting include:

- Choosing quality child care and referrals to licensed programs for children from birth through school age
- Accessing educational options from preschool through college
- Accessing services for children with special needs
- Becoming a parent, adopting a child, step-parenting
- Child development.

The services for adult dependent/elder care include:

- Understanding the aging process
- Dealing with disability
- Long-distance care-giving
- Choosing and evaluating home care options and community services
- Legal and financial planning.

You may contact Ceridian Life Works® by calling 888-267-2183 (TTY/TDD:800-346-9188) or by accessing their website at www.lifeworks.com (User ID = nyu, Password = 1103).

NYU Child Care Account

Each year, New York University allocates a set amount (\$85,000 in 2004 and \$95,000 in 2005) to provide a child-care subsidy to be shared by all eligible employees. Subsidies are granted annually based on need, and are available if:

- Your total household income from all sources is below the threshold set for that particular year
- You have a child or children under age 13
- You have eligible child care expenses. Eligible child care expenses include:
 - Payments made for services outside your home
 - Payments made for services inside your home
 - Payments made for services that provide care for your child(ren) so that you and your spouse/same-sex domestic partner can work.

Enrollment for the annual child care subsidy is held at the end of each year, with awards to eligible employees announced early in the following year.

Watch your mail for details or contact the Office of Work Life Services at 212-998-9085 for an application.

Neighborhood Child Care Programs

Quality child care programs are located right in the NYU community; some offer priority spaces for NYU faculty and staff.

- **Creative Steps Playgroup, 4 Washington Square Village, Apt 1-D, 212-982-2273.** Part-time program serving children ages two to three. (Priority to NYU)
- **Greenwich House Preschool, 27 Barrow Street, 212-741-2231.** Full-time, year-round program serving children over ages two-and-a-half through five. (Priority to NYU)
- **Greenwich Village Center of Children's Aid Society, 219 Sullivan Street, 212-254-3074.** Early care and school-age programs serving children ages 10 months through teenage years.
- **Manhattan Kids Club, 21 East 13th Street, 212-741-7292 and 629 East 14th Street, 212-533-1977.** Full-time program serving children ages three months through five years.
- **University Plaza Nursery School, 110 Bleecker Street, 212-677-3916.** School day program, with extended day option, serving children ages two through five. (Priority to NYU)
- **Washington Square Preschool, 135-7 West 4th Street, 212-777-1620.** Full-time program serving children ages two through five. (Priority to NYU)

Proof of Relationship

You're required to provide proof of relationship of your dependents if you elect to cover them under an NYU medical plan. This may include a copy of one of the following: Marriage certificate; NYU domestic partner registration affidavit; birth certificate that shows the names of both the parent and the child; final adoption papers; or documentation substantiating placement for adoption.

Dependent Coverage

Your eligible dependents include:

- Your legal spouse;
- Your same-sex domestic partner whom you registered with the NYU Benefits Office;
- Your children and/or the children of your spouse or registered same-sex domestic partner:
 - Children must be natural, legally adopted, or placed with you for legal adoption;
 - Children must be unmarried;
 - Children are eligible for coverage through the latest of:
 - The end of the calendar year in which they reach age 19 if they are not a full-time student;
 - The end of the month in which they graduate or are no longer enrolled as a full-time student at an accredited educational institution;
 - The end of the calendar year in which they reach age 25 if still enrolled as a full-time student at an accredited educational institution; and
 - The date they get married.

Please note that children can be covered indefinitely, as long as they were found to be mentally retarded, physically handicapped, mentally ill, or developmentally disabled before they reach age 19 and they remain unmarried and dependent on you for support.

To continue coverage beyond the age restriction, you may need to provide requested satisfactory proof (no more than once a year) to the medical provider confirming that the child remains unable to work and is dependent on you for support.

What is a Domestic Partner?

A domestic partnership is defined as two individuals of the same gender who live together in a long-term relationship of indefinite duration. Additionally, partners agree to be jointly responsible for each other's common welfare and to share financial obligations. Partners may not be related by blood to a degree of closeness which would prohibit legal marriage in the state in which they legally reside.

You are encouraged to speak with a tax advisor before enrolling your Domestic Partner and/or your Partner's child(ren). With regard to Supplemental Tax Deferred Annuity Plan, you may name anyone as your beneficiary. Change of beneficiary forms for TIAA-CREF and Vanguard are available from the NYU Benefits Office.

Domestic partners must register with the NYU Benefits Office before they can enroll for coverage.

NYU Resources

How and Where to Reach Us

The NYU Benefits Office is available to assist you.

- **By phone**
212-998-1270
 - **By email**
benefits@nyu.edu
 - **By visiting our Human Resources home page**
www.nyu.edu/hr
 - **By fax**
212-995-4050
 - **By visiting the NYU Benefits Office in person (please call to make an appointment)**
Fairchild Building
7 East 12th Street, 2nd Floor
Campus Mail Code: 8923
- Hours:**
Monday – Thursday: 9 a.m. to 5 p.m.
Friday: 9 a.m. to 12 noon

How to Reach the Plans

You can call the health plans for more information or to locate a doctor or specialist in your geographic area. Contact TIAA-CREF or Vanguard for retirement-related information. Here's how:

| Plan or Group Number | Provider | Phone Number | Internet Address |
|---|---|---------------------|-------------------------|
| 175396 | UnitedHealthcare (NYU Point-of-Service Plan) | 866-633-2474 | www.myuhc.com |
| SI 139423 | Aetna HMO | 800-323-9930 | www.aetna.com |
| 1009164000 | HIP HMO | 800-447-8632 | www.hipusa.com |
| NY00901 | Oxford Health Plans HMO | 800-444-6222 | www.oxfordhealth.com |
| CRK NYUNV | Caremark Prescription Drug Program | 800-421-5501 | www.caremark.com |
| Retirement Plans | | | |
| (STDA J296 (Codes 114 and 116) L164 (Code 117 PAR) 090789 | TIAA-CREF | 800-842-2776 | www.tiaa-cref.org |
| | Vanguard | 800-523-1188 | www.vanguard.com |