Summary of Benefit Costs
As of April 1, 2021

Employer Paid Monthly Costs

Health Coverage

<table>
<thead>
<tr>
<th>Coverage</th>
<th>Cost</th>
</tr>
</thead>
<tbody>
<tr>
<td>Dental</td>
<td>$171.00</td>
</tr>
<tr>
<td>Supplementary Health</td>
<td>$295.00</td>
</tr>
<tr>
<td>EFAP</td>
<td>$9.00</td>
</tr>
</tbody>
</table>

Income Protection

<table>
<thead>
<tr>
<th>Coverage</th>
<th>% of Payroll</th>
</tr>
</thead>
<tbody>
<tr>
<td>Long Term Disability coverage of 70% of salary</td>
<td>1.20%</td>
</tr>
</tbody>
</table>

Life and Critical Illness Insurance

<table>
<thead>
<tr>
<th>Coverage</th>
<th>Cost</th>
</tr>
</thead>
<tbody>
<tr>
<td>Basic Life Insurance coverage of $100,000</td>
<td>$12.50</td>
</tr>
<tr>
<td>Basic Critical Illness Insurance coverage of $10,000</td>
<td>$3.60</td>
</tr>
</tbody>
</table>

These costs are a taxable benefit.

Universities Academic Pension Plan (UAPP)

UAPP contributions are shared equally by the University and the employee.

<table>
<thead>
<tr>
<th>Salary Range</th>
<th>Employer Pays</th>
<th>Employee Pays</th>
</tr>
</thead>
<tbody>
<tr>
<td>Salary up to $61,600</td>
<td>12.46%</td>
<td>12.46%</td>
</tr>
<tr>
<td>Salary over $61,600</td>
<td>16.23%</td>
<td>16.23%</td>
</tr>
<tr>
<td>Salary above $180,757.78</td>
<td>1.45%</td>
<td>1.45%</td>
</tr>
</tbody>
</table>

Executive Defined Contribution Supplemental Retirement Plan (EDCSR)

EDCSR contributions are paid by the University and are based on EDCSRP points (age plus years of continuous service).

<table>
<thead>
<tr>
<th>ASRP Points</th>
<th>Contribution Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>less than 55</td>
<td>8%</td>
</tr>
<tr>
<td>55 to less than 80</td>
<td>12%</td>
</tr>
<tr>
<td>80 points or more</td>
<td>16%</td>
</tr>
</tbody>
</table>

The annual contribution rate is applied to earnings above the UAPP maximum ($168,497.78 in 2019) up to the EDCSRP maximum ($220,668.00).

Employee Paid Monthly Costs for Optional Benefits

Optional Employee Life Insurance

Monthly Cost per $10,000 unit; Maximum coverage of 50 units ($500,000). Rates are adjusted based on your age on July 1st of each year.

<table>
<thead>
<tr>
<th>Age</th>
<th>Male Non Smoker</th>
<th>Male Smoker</th>
<th>Female Non Smoker</th>
<th>Female Smoker</th>
</tr>
</thead>
<tbody>
<tr>
<td>Under age 34</td>
<td>$0.40</td>
<td>$0.80</td>
<td>$0.20</td>
<td>$0.30</td>
</tr>
<tr>
<td>35 to 39</td>
<td>$0.50</td>
<td>$1.00</td>
<td>$0.30</td>
<td>$0.50</td>
</tr>
<tr>
<td>40 to 44</td>
<td>$0.60</td>
<td>$1.40</td>
<td>$0.40</td>
<td>$0.80</td>
</tr>
<tr>
<td>45 to 49</td>
<td>$1.10</td>
<td>$2.60</td>
<td>$0.80</td>
<td>$1.50</td>
</tr>
<tr>
<td>50 to 54</td>
<td>$1.90</td>
<td>$4.30</td>
<td>$1.30</td>
<td>$2.40</td>
</tr>
<tr>
<td>55 to 59</td>
<td>$3.50</td>
<td>$7.50</td>
<td>$2.20</td>
<td>$3.70</td>
</tr>
<tr>
<td>60 to 64</td>
<td>$4.10</td>
<td>$9.50</td>
<td>$2.50</td>
<td>$4.00</td>
</tr>
<tr>
<td>65 to 69</td>
<td>$5.20</td>
<td>$11.70</td>
<td>$3.00</td>
<td>$4.60</td>
</tr>
<tr>
<td>70 to 74</td>
<td>$11.07</td>
<td>$25.65</td>
<td>$6.88</td>
<td>$11.00</td>
</tr>
</tbody>
</table>

Optional Dependant Life Insurance

$7.71

Voluntary Accident Insurance Plan (ADD)

Maximum coverage of 16 units ($480,000)

<table>
<thead>
<tr>
<th>Coverage</th>
<th>Cost</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employee</td>
<td>$.75 per $30,000 unit of coverage</td>
</tr>
<tr>
<td>Family</td>
<td>$1.05 per $30,000 unit of coverage</td>
</tr>
</tbody>
</table>

Optional Employee or Spouse Critical Illness Insurance

Monthly Cost per $25,000 unit; Maximum coverage of 12 units ($300,000). Rates are adjusted based on your age on May 1st of each year.

<table>
<thead>
<tr>
<th>Age</th>
<th>Male Non Smoker</th>
<th>Male Smoker</th>
<th>Female Non Smoker</th>
<th>Female Smoker</th>
</tr>
</thead>
<tbody>
<tr>
<td>Under age 25</td>
<td>$2.50</td>
<td>$3.55</td>
<td>$2.50</td>
<td>$3.45</td>
</tr>
<tr>
<td>25 to 29</td>
<td>$3.35</td>
<td>$5.55</td>
<td>$3.45</td>
<td>$5.70</td>
</tr>
<tr>
<td>30 to 34</td>
<td>$4.15</td>
<td>$7.50</td>
<td>$4.30</td>
<td>$8.25</td>
</tr>
<tr>
<td>35 to 39</td>
<td>$5.05</td>
<td>$9.80</td>
<td>$5.20</td>
<td>$10.25</td>
</tr>
<tr>
<td>40 to 44</td>
<td>$7.05</td>
<td>$15.05</td>
<td>$7.65</td>
<td>$14.90</td>
</tr>
<tr>
<td>45 to 49</td>
<td>$10.75</td>
<td>$25.20</td>
<td>$11.65</td>
<td>$23.25</td>
</tr>
<tr>
<td>50 to 54</td>
<td>$16.10</td>
<td>$41.90</td>
<td>$16.65</td>
<td>$35.70</td>
</tr>
<tr>
<td>55 to 59</td>
<td>$22.10</td>
<td>$62.65</td>
<td>$21.95</td>
<td>$54.35</td>
</tr>
<tr>
<td>60 to 64</td>
<td>$37.10</td>
<td>$101.80</td>
<td>$35.45</td>
<td>$76.70</td>
</tr>
<tr>
<td>65 to 69</td>
<td>$54.40</td>
<td>$155.15</td>
<td>$54.00</td>
<td>$119.15</td>
</tr>
<tr>
<td>70 to 74</td>
<td>$108.50</td>
<td>$249.15</td>
<td>$77.25</td>
<td>$172.90</td>
</tr>
</tbody>
</table>

You will be notified of rate increases that occur during the annual renewal of these plans.