

FRINGE BENEFITS ELECTION SUMMARY:

Employee's Name _____

Hire Date: _____

The benefits effective date for all benefits (except mandatory retirement) is based on hire date. Benefits will become effective on the first day of the month following hire date, unless an employee is hired on the first of the month; then benefits are effective on the date of hire. New employees will receive reminder emails from OneUSG Connect-Benefits alerting them to elect their benefits online within their respective timeframe. New employees who do not elect their benefits within their designated window of opportunity will have to wait and select benefits during annual open enrollment.

Health Plan: No Yes, If Yes, Which Plan Below?

- Comprehensive Care Plan**
- Consumer Choice HSA Plan (High Deductible Plan)**
- BlueChoice HMO**

Who will be covered? Employee Only Employee + Child Employee + Spouse Family

Do you or your dependents aged 18 or older use tobacco products? No Yes = (\$75 per month tobacco surcharge for each tobacco user)

Health Care Flexible Spending Account (FSA): No Yes

\$_____ Annual Contribution Amount

Dependent Care Flexible Spending Account (FSA): No Yes

\$_____ Annual Contribution Amount

Health Savings Account (HSA) (For Employees Enrolled In Consumer Choice HSA Plan) No Yes

\$_____ Annual Contribution Amount

Limited Purpose FSA (LPFSA) (For Employees Enrolled In Consumer Choice) No Yes

\$_____ Annual Contribution Amount

Dental Plan: No Yes, If yes, Which Plan: Base Plan or High Plan

Employee Only Employee + Child(ren) Employee + Spouse Family

Vision Plan: No Yes

Employee Employee + Child(ren) Employee + Spouse Family

Basic Life & AD&D: Yes = \$25,000 (GSW Pays)

Supplemental Life : No Yes , If yes, which salary level? 1x Salary 2x Salary 3x Salary 4x Salary
 5x Salary 6x Salary 7x Salary 8x Salary

Guaranteed issue up to 3x your salary; anything higher requires evidence of insurability (EOI).

Spouse Life: No Yes

Amount of Spouse Life \$_____ Guaranteed issue up to \$50,000; anything higher requires EOI.

Child Life: No Yes If yes, which amount? \$5,000 \$10,000 \$15,000 No EOI required.

Voluntary AD&D : No Yes

Employee Only Family

Amount of Voluntary AD&D \$_____ Guaranteed issue; no EOI required.

Short Term Disability Insurance: No Yes

Guaranteed issue at time of hire; future elections require EOI.

Long Term Disability Insurance: No Yes

Guaranteed issue; no EOI required.

USG Critical Illness Plan: No Yes If yes, coverage amount? \$10,000 \$20,000

Spouse coverage? No Yes If yes, coverage amount? \$5,000 \$10,000

USG Accident Plan: No Yes

Employee Employee + Child(ren) Employee + Spouse Family

USG Hospital Indemnity Plan: No Yes

Employee Employee + Child(ren) Employee + Spouse Family

USG Legal Plan: No Yes (All household members covered if elected).

Identity Protection Plan: No Yes (Must enroll with InfoArmor on line. SS# is required)

Pet Insurance: No Yes

Mandatory Retirement Plan:

Teachers Retirement System (TRS) (Required for non-exempt employees; available to exempt employees)

Optional Retirement Plan (ORP) (Only available for exempt employees.)

Exempt employees have 60 calendar days from date of hire to make a decision regarding the mandatory retirement plan. This decision is irrevocable. Employees who do not make an election online in OneUSG Connect within 60 calendar days from date of hire will automatically default to TRS on the 61st day.

Voluntary Retirement Plans: Employees of GSW have the option of enrolling in an additional and voluntary 403(b) Plan and/or 457 Plan. Elections can be made any time throughout the year online through Retirement@Work. Please see Human Resources for assistance.

Ga Section 529 Higher Education Savings Plan: No Yes

This is to acknowledge that I have read and understand the benefits choices listed above. I also acknowledge that all benefits elections must be made online in OneUSG Connect-Benefits. This form does not serve as a final benefits election form. It is used as a helpful reminder and benefits checklist. Some of the benefit elections contained in this Summary may not be available later, unless approved by the Board of Regents, Georgia Southwestern State University, and/or the appropriate vendor(s).

Employee's Signature

Date