

BENEFITS OUTLINE



An introduction to the valuable benefits available to new and prospective regular employees of the Research Foundation for SUNY

Health Care

The RF Health Care plan features the Empire Blue Cross Preferred Provider Organization (PPO plan) as well as a selection of Health Maintenance Organizations (HMOs) that are available based on your location.

The PPO plan gives you the flexibility to visit any health care providers you choose, but visiting in-network providers can save you money and the time associated with filing claims for reimbursement. For most types of care received in-network, you pay only a copayment at the time you receive services.

In an HMO, you select a primary care physician who coordinates your care, and the plan only covers care you receive from providers who are part of the HMO, unless you are referred by the HMO to an outside physician or provider. Typically, you are charged a copayment for office visits and filling prescriptions.

Did You Know?

Details about all the benefits available to RF employees are available on the RF Benefits Website at www.rfsuny.org/benefits.

Who Is Eligible?

Employees working at least 50 percent of full time on a regular appointment.

When Does Coverage Begin?

On day 43 from your date of employment or eligibility unless you incur a break in service. You must enroll for this coverage and pay your share of any applicable premium.



Health Care While Traveling Internationally on Business

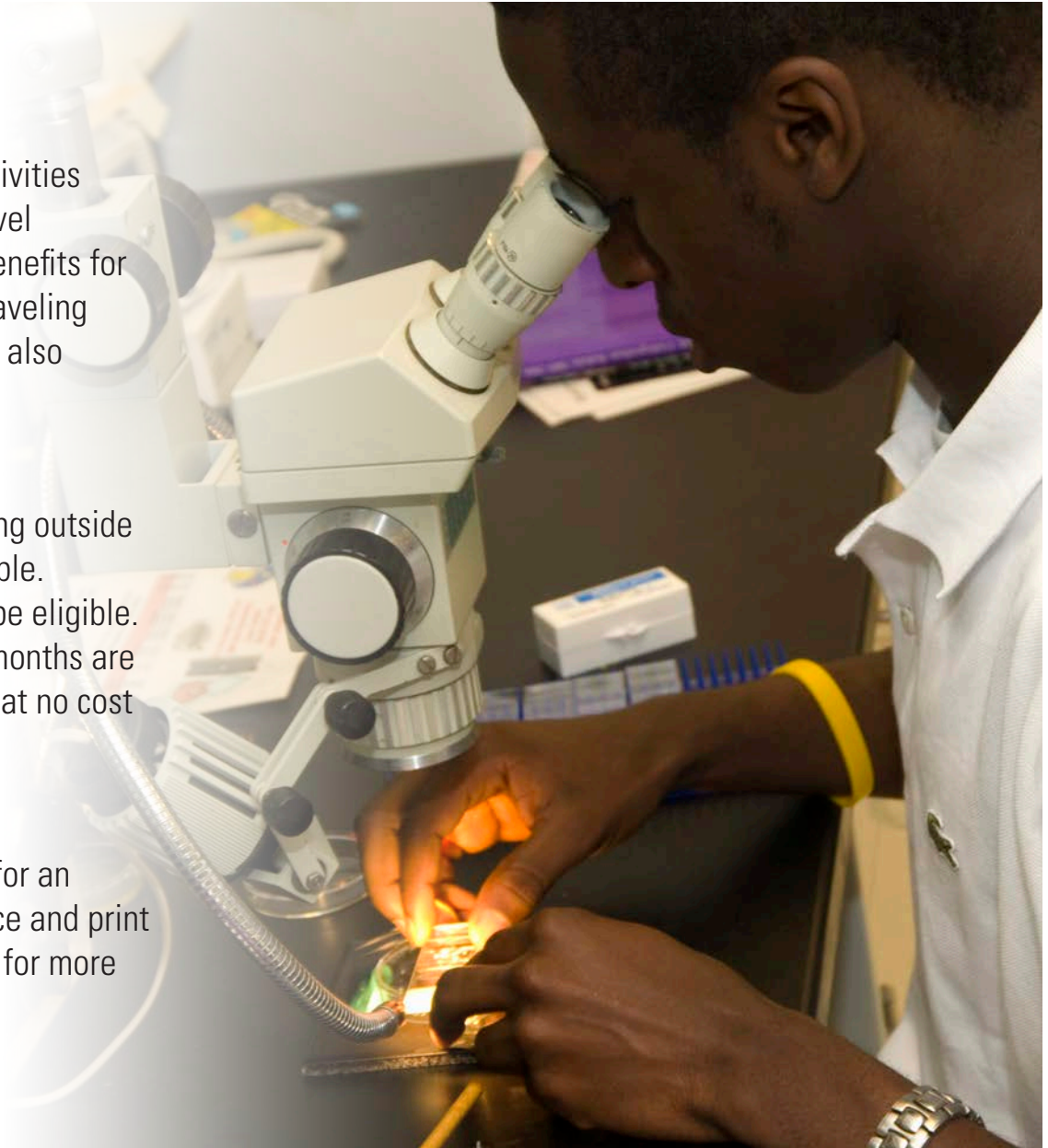
To support our research, education and training activities around the globe, the RF provides international travel assistance coverage as well as health insurance benefits for all persons (other than independent contractors) traveling overseas on official RF business. Some coverage is also available to your eligible dependents.

Who Is Eligible?

Anyone other than independent contractors traveling outside their home country on official RF business are eligible. Children and a spouse/domestic partner also may be eligible. RF employees on assignments of greater than six months are eligible for more comprehensive medical coverage at no cost to them.

When Does Coverage Begin?

To be covered while traveling, you should register for an online account with our service providers in advance and print your ID cards. Contact your campus Benefits Office for more information.



Dental Care

The Dental Care plan, administered by Delta Dental, offers you and your eligible dependents coverage for preventive services (exams and cleanings), basic services (fillings), major services (dentures and bridges) and orthodontics. In this plan, you have the freedom to visit any licensed dentist, but your costs are usually lowest when you see a dentist in the plan's network. Delta Dental dentists will also file claim forms for you and accept payment directly from the plan. Nonparticipating providers will submit a claim to Delta Dental who will reimburse you according to the plan's benefits. You may have to pay for the services first.

Who Is Eligible?

Employees working at least 50 percent of full time on a regular appointment.

When Does Coverage Begin?

For Preventive Care, Basic Care and Orthodontics: Six months from your date of hire or date of eligible employment.

For Major and Prosthodontic Care: 12 months from your date of hire or date of eligible employment.

You must enroll for this coverage and pay your share of any applicable premium.

Vision Care

The Vision Care plan provides quality vision services and products. The plan is administered by Davis Vision, Inc., and covers the full cost of an eye examination, lenses and frames from the plan selection once in a 24-month period. Contact lenses also are available with a copayment. If you use a provider outside of the plan's network, the plan will pay benefits based on an established schedule. The RF pays the full cost of coverage for this plan.

Who Is Eligible?

Employees working at least 50 percent of full time on a regular appointment.

When Does Coverage Begin?

Six months from your date of employment or eligibility. You must enroll for this coverage. The RF pays the entire cost.

Did You Know?

You can get interesting updates on SUNY research projects on Facebook. "Like" us at www.facebook.com/rfsuny.

DISABILITY AND INCOME PROTECTION

Disability and Income Protection

The RF provides disability and income protection benefits that replace a portion of your income when you are disabled and unable to work. Workers' Compensation and New York State Short-Term Disability insurance provide you a basic level of protection at no cost to you. You can purchase additional coverage through the Voluntary Short-Term Disability insurance and Long-Term Disability insurance plans.

PLAN	WHEN BENEFITS BEGIN	WHEN BENEFITS END
Workers' Compensation	On the eighth day that a work-related injury or illness has kept you from work. If the disability exceeds 14 consecutive days, your income benefits will be paid retroactive to the first day you were unable to work.	When you are no longer disabled.
New York Short-Term Disability	On the eighth day that a disability has kept you from work.	When you are no longer disabled, or a maximum of 26 weeks.
Voluntary Short-Term Disability	On the eighth day that a disability has kept you from work.	When you are no longer disabled, or a maximum of 26 weeks.
Long-Term Disability	180 days after your disability begins.	Duration of benefits depends on your age when the disability began. If younger than 59, benefits will end at age 65. If 60 or older, benefits will end at the earlier of five years or when you reach age 70. If 69, benefits will be paid for one year.



Workers' Compensation

If you are unable to work because of an injury or illness directly caused by your job, Workers' Compensation coverage will pay you up to two-thirds of your average weekly wages (up to the maximum benefit set by the New York State Workers' Compensation Board) until your physician approves your return to work.

Who Is Eligible?

All RF employees.

When Does Coverage Begin?

You are covered as of your first day of active work. Coverage is automatic.

New York State Short-Term Disability

If you are unable to work for more than seven days because of an eligible off-the-job illness or injury, this coverage pays you 50 percent of your average weekly salary (up to the maximum benefit of \$170 per week) for up to 26 weeks.

Who Is Eligible?

All RF employees.

When Does Coverage Begin?

If you established eligibility with a previous employer, there is no waiting period for this coverage. If you were not eligible with a previous employer, coverage for full-time employees begins after four consecutive weeks of service; for part-time employees, coverage begins after 25 regular work days. Coverage is automatic.

Did You Know?

The Research Foundation was founded in 1951. Today it exists to serve SUNY and capitalize on its scope, scale and diversity as an engine of New York State's innovation economy.

Voluntary Short-Term Disability

This plan allows you to supplement the coverage offered by the New York State Short-Term Disability plan for up to 26 weeks. Your combined short-term disability benefit cannot exceed the lesser of \$1,250 or 60 percent of your salary. The benefit is offset by some other types of insurance and benefits.

Who Is Eligible?

Employees who work at least 50 percent of full time on a regular appointment and whose annual salary is at least \$15,000.

When Does Coverage Begin?

There is a 28-day waiting period before coverage begins. You must enroll for this coverage and pay any applicable premium.

Long-Term Disability

Long-Term Disability insurance replaces a substantial part your income if you become totally disabled as defined by the plan. After 180 consecutive days of a certified total disability (or when full sick leave payments end, if later), the plan pays 60 percent of your regular monthly salary, up to a maximum of \$7,500 per month. This amount is offset by other income, such as disability insurance, Workers' Compensation and actual or estimated Social Security benefits.

Who Is Eligible?

Full-time employees.

When Does Coverage Begin?

Coverage begins on the first day of the month following one year of full-time service. Coverage is automatic. The RF pays the entire cost.

Life and Accidental Death and Dismemberment Insurance

The RF provides you \$50,000 in Basic Life and Accidental Death and Dismemberment insurance at no cost to you. You may purchase additional coverage through the Optional Life insurance plan in amounts equal to one, two, three, four, five, six or seven times your annual salary (rounded to the next higher \$1,000). The combined maximum coverage limit for both Basic and Optional Life insurance is \$350,000 per employee. You also may purchase Optional Life coverage for your spouse/domestic partner and eligible dependent children.

Who Is Eligible?

Employees working at least 50 percent of full time on a regular appointment.

When Does Coverage Begin?

Coverage becomes effective six months after your date of employment or eligibility. Basic Life coverage is automatic. You must enroll for Optional Life and pay any required premium. If you delay enrollment in Optional Life beyond 60 days of your eligibility date, you will be required to complete a statement of health and have it approved by the insurance company.

Voluntary Long-Term Care Insurance

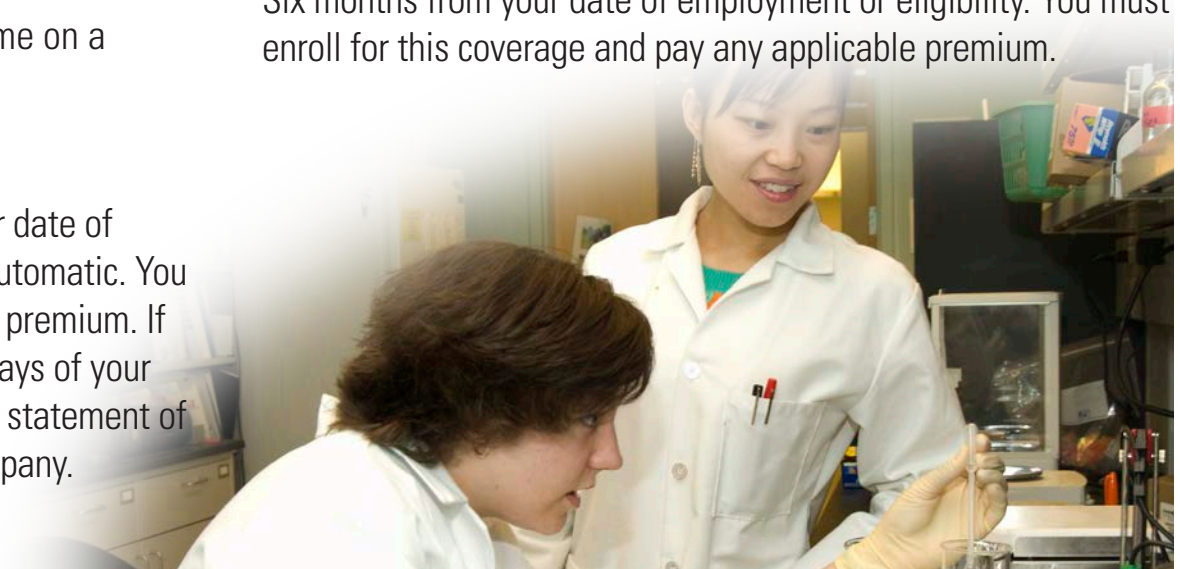
This insurance helps pay for the cost of long-term care services in a nursing home, at home, and at other facilities for individuals who are unable to care for themselves due to an illness, accident or disability. You can enroll yourself, your spouse/domestic partner, and/or your parents and grandparents in this coverage.

Who Is Eligible?

Employees working at least 50 percent of full time on a regular appointment.

When Does Coverage Begin?

Six months from your date of employment or eligibility. You must enroll for this coverage and pay any applicable premium.



Retirement Benefits

The RF helps you prepare for a financially secure retirement by offering three plans that help you invest for your future, and a fourth plan providing access to health insurance in retirement.

Basic Retirement

Through this plan, the RF contributes an amount equal to eight percent of your earnings during your first seven years of eligible service. Thereafter, the amount increases to 10 percent. You own these funds as soon as they are contributed to your account.

Who Is Eligible?

Employees in active pay status working at least 50 percent of full time on a regular appointment.

When Does Coverage Begin?

RF contributions begin automatically after you meet the one-year waiting period. The RF may waive this waiting period if you have enough prior service with another eligible employer, such as SUNY, an accredited college or university, or a bona fide research organization.

Optional Retirement Plan

Eligible employees can supplement their Basic Retirement plan savings by making biweekly contributions to the Optional Retirement plan. The money contributed to this plan is deducted from pay on a pretax basis and is invested in a retirement annuity or mutual fund account.

Who Is Eligible?

All employees except full-time SUNY students appointed in an RF student title.

When Does Coverage Begin?

Deductions begin on the payroll period in which the Salary Reduction Agreement is processed by your campus Benefits Office. You must designate how much you wish to contribute.

Did You Know?

The Research Foundation supports nearly \$1 billion in SUNY research activity annually.

Retiree Health Care

The RF will continue your Health Care coverage after you retire if you meet the eligibility requirements and pay the required premium. The amount you pay for the coverage is based on your hire date and years of service.

Who Is Eligible?

Regular employees who are enrolled in an RF health plan, are at least age 55 and have at least 10 years of full-time equivalent service.

When Does Coverage Begin?

Coverage will continue into retirement without interruption. You will be given instructions as part of the retirement process at your location.

Deferred Compensation Plan

This plan provides eligible employees an additional way to supplement their retirement savings with pretax, biweekly contributions as defined under section 457(b) of the Internal Revenue Code.

Who Is Eligible?

Federal rules restrict participation to employees with certain titles and earnings.

When Does Coverage Begin?

Deductions begin on the first payroll period of the month following the date on which the enrollment form is processed.



What Is Phased Retirement?

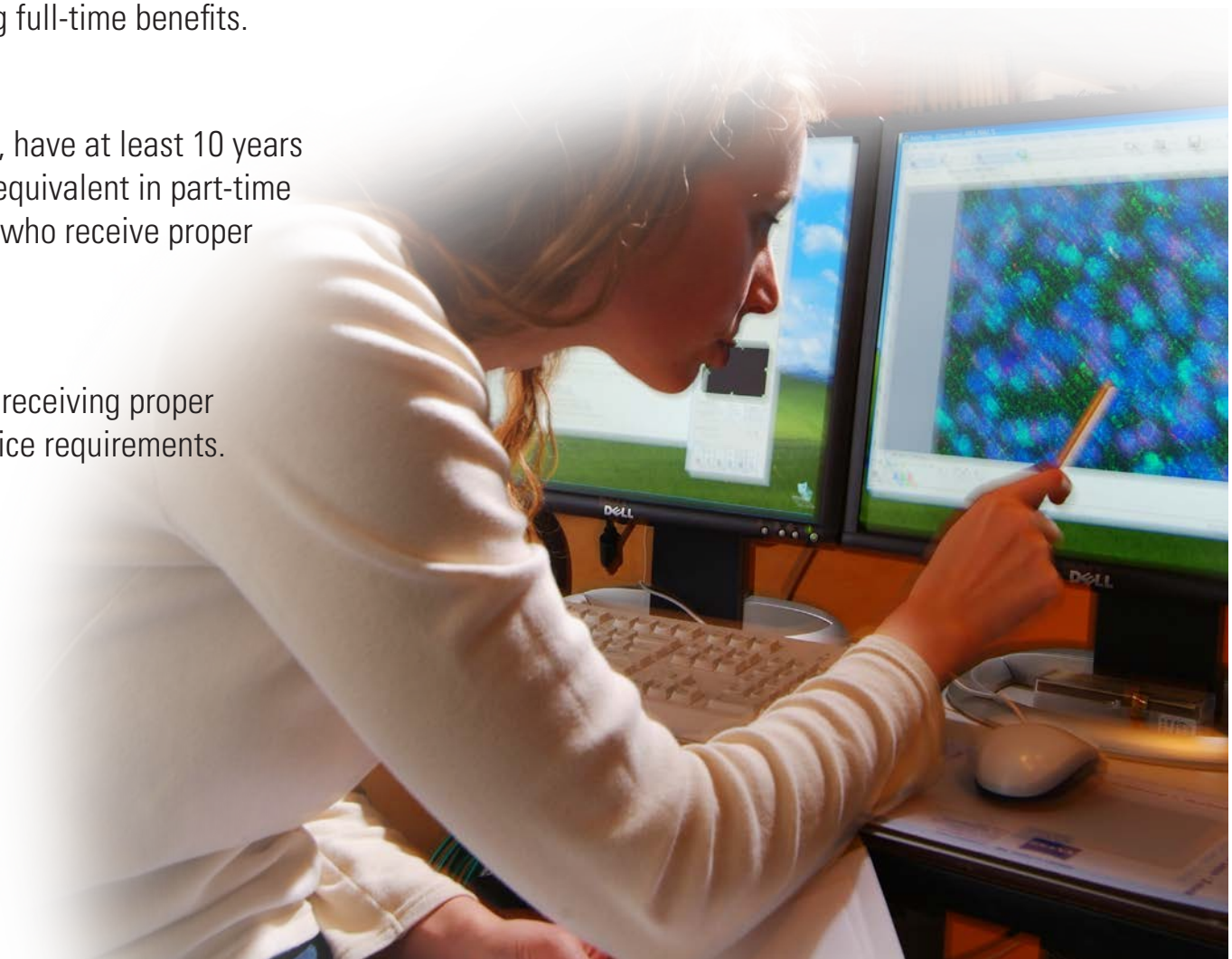
Phased Retirement allows eligible employees to “phase into” retirement by continuing to work part time while collecting retirement benefits and maintaining full-time benefits.

Who Is Eligible?

Employees who are at least age 55, have at least 10 years of full-time service with the RF (or equivalent in part-time service), are working full time, and who receive proper approval.

When Does Coverage Begin?

Phased Retirement can begin upon receiving proper approval and meeting age and service requirements.



Flexible Spending Accounts

Flexible Spending Accounts (FSAs) can help you save money by allowing you to pay for uncovered medical care and dependent care costs with money deducted from your pay on a pretax basis. There are two different FSAs that cover different types of expenses. Funds cannot be transferred between these two accounts.

The Health Care FSA lets you set aside up to \$2,500 each year on a pretax basis to pay for eligible health, dental and vision care expenses.

The Dependent Care FSA lets you set aside up to \$2,500 or \$5,000 each year (depending on your tax filing status) on a pretax basis to pay for eligible dependent care expenses that are necessary to allow you to work or go to school full time. Eligible expenses include child day care, adult day care, pre-school and summer day camps. If you enroll in a Dependent Care FSA, the RF will contribute an annual lump-sum subsidy of \$300 to \$800 to your account based on your full-time equivalent income.

Who Is Eligible?

Salaried non-student employees working at least 50 percent of full time and expected to be employed at least one year.

When Does Coverage Begin?

Six months after your date of employment or eligibility. You must enroll annually for these accounts.

College Savings Program

This benefit allows RF employees to set aside up to \$5,000 per year (\$10,000 per year for a married couple) to pay for the higher education expenses of a specific beneficiary. Your contribution will be deductible from New York state gross income, and earnings will not be taxed by state or federal government.

Who Is Eligible?

Employees who use payroll direct deposit.

When Does Coverage Begin?

You can enroll at any time.

RF Ride Commuter Transit and Parking Benefit

RF Ride lets you use pretax payroll deductions to pay for parking and public transportation expenses related to your commute to work. No income tax, Social Security or Medicare tax will be withheld from the amount of your eligible commuting expenses.

Who Is Eligible?

All RF employees.

When Does Coverage Begin?

You can enroll at any time.

Did You Know?

Research Foundation services support research in life sciences and medicine, engineering and nanotechnology, physical sciences and energy, social sciences, and computer and information sciences.

Unemployment Benefits

This coverage pays you 50 percent of your average weekly wage (up to \$405 per week) if you involuntarily terminate employment with the RF. Benefits begin after a seven-day waiting period and end when you are no longer unemployed or after 26 weeks.

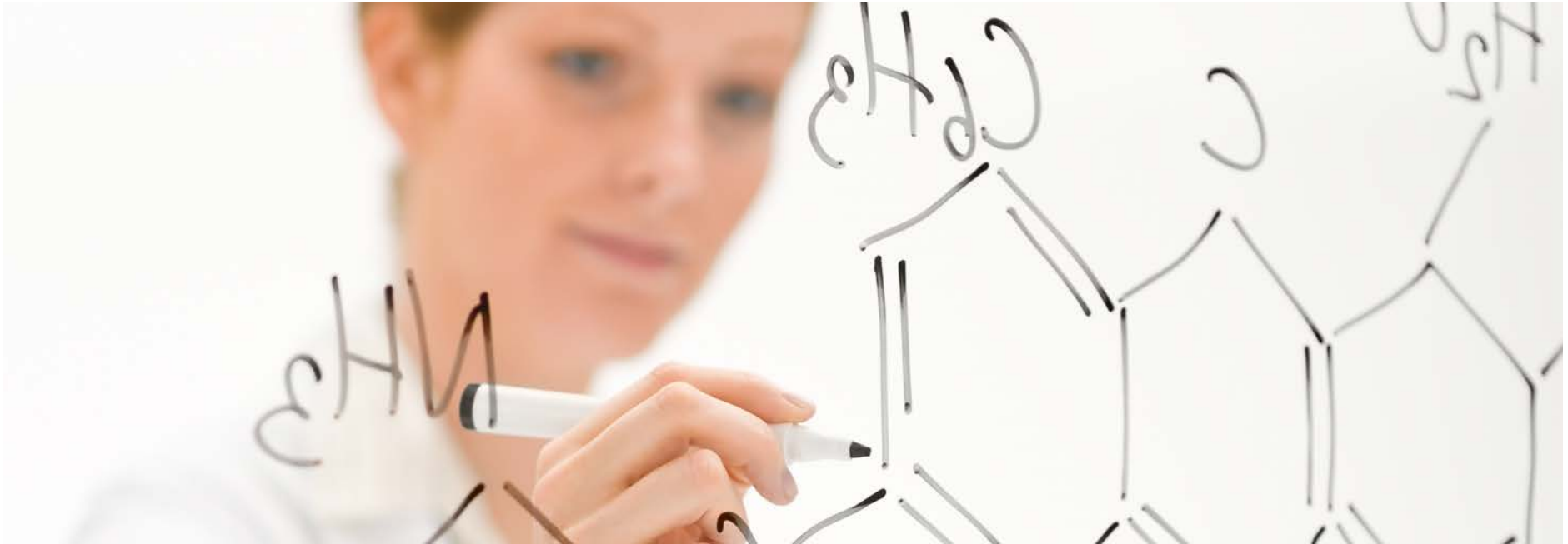
Who Is Eligible?

Employees who involuntarily terminate employment with the RF.

When Does Coverage Begin?

Coverage is automatic.





The Research Foundation for The State University of New York
Post Office Box 9
Albany, NY 12201-0009
Corporate office for benefits administration: (518) 434-7080

This Benefits Outline is intended to provide general information about Research Foundation (RF) benefits and is not intended to serve as an official plan document or summary plan description. If there is a conflict between this summary and any official plan document, the plan documents will prevail.

For more detailed information about these plans, please refer to the following documents, all of which are available on the RF Benefits Website or from your local campus Benefits Office:

- The Research Foundation Benefits Handbook
- Benefit Booklet for your PPO or HMO health plan
- Delta Dental Plan Fact Sheet
- Vision Care Plan Brochure
- Basic and Optional Life Insurance Certificate of Coverage (Prudential)
- Long-Term Disability Certificate of Coverage for Full-Time Employees (First Reliance Standard Life)
- Voluntary Short-Term Disability Enrollment Kit (First Reliance Standard Life)
- Flexible Benefits Plan Reference Guide
- Long-Term Care Handbook