

Erikson Institute Employee Benefits Summary

- **Salary:** Paid twice monthly; direct deposit available
- **Paid holidays:** 10 days per calendar year
- **Vacations:** Based on position and years of service; accrues on a fiscal-year basis (July 1 – June 30)
- **Personal Time:** Four days per fiscal year (No payout upon separation.)
- **Sick Time:** One day per month up to an accrual of 30 days. (No payout upon separation.)
- **Health/Dental Insurance:** Premiums shared between Erikson and employee
 - Medical: two PPO plans or HMO through Blue Cross/Blue Shield
 - Dental: PPO or HMO coverage through Guardian/First Commonwealth*Eligible the first day of the month after 30 days of employment*
- **Life and Disability Insurance:** Provided by MetLife; premiums 100% paid by Erikson
 - Life = coverage equal to annual salary
 - Accidental death and disability: coverage equal to up to annual salary
 - Short-term disability = \$300/week for up to 13 weeks
 - Long-term disability = 60 percent of gross monthly salary after 13 weeks of Short-Term*Eligible the first day of the month after 90 days of employment*
- **Transit Stipend:** \$65/month for transit on CTA, RTA, or Metra
- **Flexible Spending Accounts:**
 - Contributions withheld pre-tax
 - May withhold up to \$5,000 for personal medical/dental/vision or dependant daycare expenses
- **Retirement:** 403(b) defined contribution plan provided through TIAA-CREF
 - May contribute your own funds immediately upon employment
 - Eligible for company match as shown below after one year of employment. *(This service requirement is waived if you previously worked at an eligible academic or nonprofit institution)*

403(b) Employee contribution	Erikson Match
0%	5%
2%	6%
4%	7%
6%	8%