

# University Commitment to Benefit Offerings

## Benefits-First & Family Focus

The University of Dallas strives to provide extraordinary benefits for our employees. This is evident by our compensation philosophy to *lead with benefits*. Within this philosophy is the understanding that family needs are a priority and we seek to support you and your family through all of life's stages.

The University commitment to this benefits approach continues into the 2019 plan year.

## Wellness

In support of a benefits-first, family-focused approach, the University maintains its investment in your long-term welfare with continued wellness initiatives and programming. We will continue to offer a variety of fitness opportunities, nutritional and dietary programs, preventative screening, and other wellness activities throughout 2019.

## University contribution to your healthcare premium

The chart below shows the part of the total premium the University pays annually on your behalf. The real cost of your healthcare is this contribution plus your contribution. Find your plan on the left and read across to your plan type.

| 2019 Plan Year University's Contribution to the Premium per Employee |               |                   |                     |             |
|--|---------------|-------------------|---------------------|-------------|
|  | Employee only | Employee & spouse | Employee & children | Family      |
| PPO90  | \$6,221.64    | \$17,492.64       | \$13,048.20         | \$21,410.76 |
| PPO80 A  | \$6,783.96    | \$19,843.20       | \$14,260.08         | \$23,930.76 |
| PPO80 B  | \$8,040.36    | \$23,605.56       | \$16,917.24         | \$28,758.00 |
| HDHP   | \$7,714.08    | \$22,517.16       | \$16,180.44         | \$27,419.16 |