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# 2024

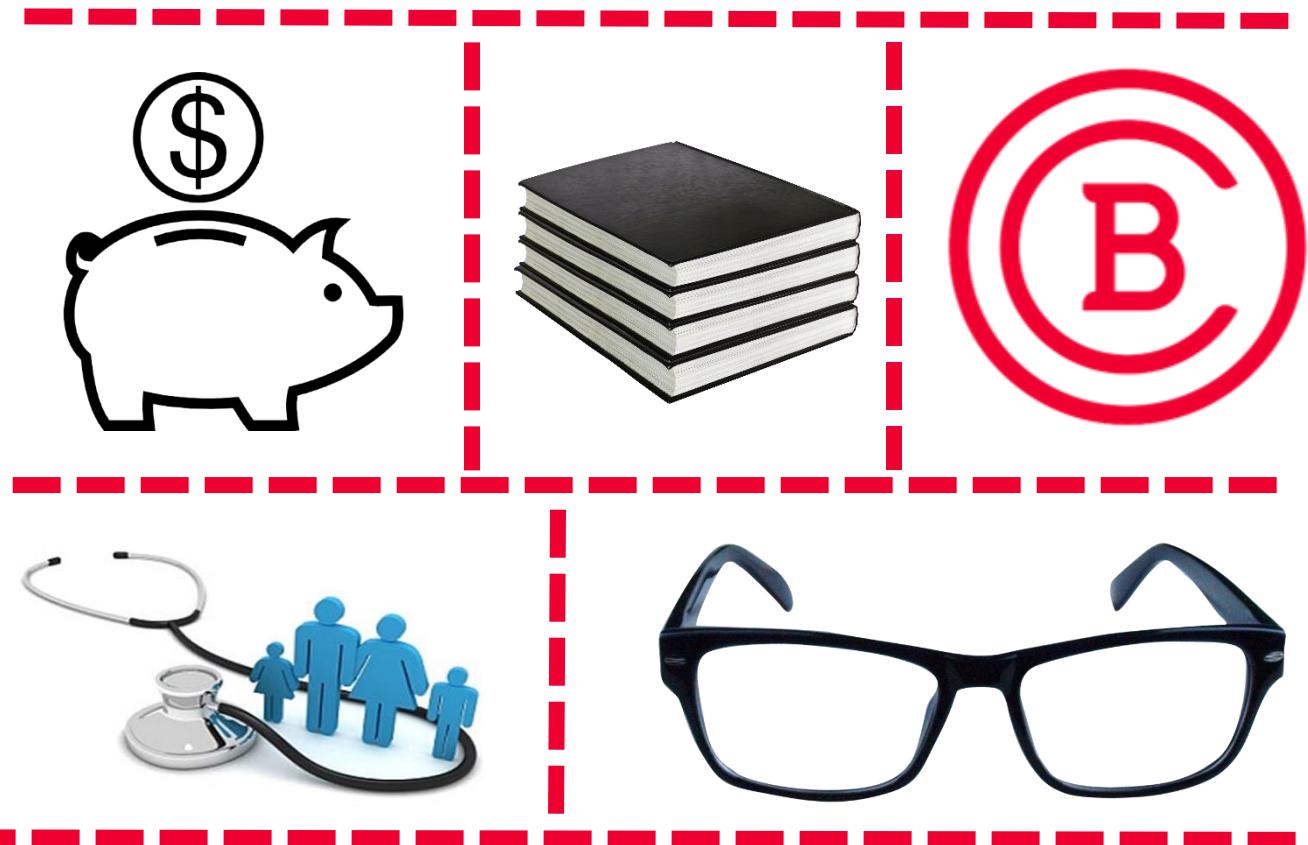
## Part-time

# Benefit Booklet

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**Baker  
College**



## **WHAT'S IN THIS BOOKLET?**

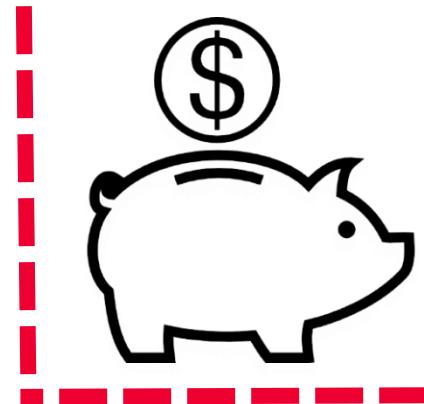
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# 401(a) Retirement Plan

The College provides a defined contribution 401(a) retirement plan through Empower Retirement for all employees who meet the requirement of working 1,000 hours or more in the fiscal year. A contribution is made into the employee's retirement account, annually, if they work 1,000 or more hours in a fiscal year. The contribution is equal to 8% of the employee's annual, regular wages; this is *not* a payroll deduction. Employees are not able to contribute money from their paychecks into their Empower Retirement account.

## How It Works:

- Employee becomes eligible for the pension plan once they work 1,000 hours during their first 12 months of employment or during a fiscal year (Sept 1– Aug 31).
- If an employee becomes an eligible participant in the pension plan, the College will make an annual contribution of 8% of regular wages into the employee's pension account.
- Employee determines how and where the money is allocated within the Empower Retirement Plan.
- If the employee does not determine their investment allocation(s), the employee will be automatically enrolled into the Lifepath Index (Black Rock) account reflective of the year in which they turn 65.



## Vesting Cycle:

- There is a five (5) year vesting cycle for the Plan
- A year of vesting is earned for each fiscal year the employee works 1,000 hours or more
- Employee is 100% vested in the Plan after earning five vested years



Baker College works with Snider Financial, a local financial advisory firm, who has serviced the Baker College 401(a) and 403(b) retirement plans for decades.

Jeff, Amanda, and Aaron Snider are available for one-on-one consultations and can also take a holistic look at your financial goals in order to help you protect your family and grow your wealth. Snider Financial can be reached at **810-233-9600** or [jeff@sniderfinancial.com](mailto:jeff@sniderfinancial.com).

| Vested Years of Service | Vested Percentage |
|-------------------------|-------------------|
| 0-1                     | 0%                |
| 2                       | 20%               |
| 3                       | 60%               |
| 4                       | 80%               |
| 5+                      | 100%              |

# 403(b) Retirement Plan

The 403(b) voluntary benefit through Lincoln Financial allows an employee to designate their investment choice and determine the amount they would like to contribute from their paychecks. This benefit is separate from the Baker College 401(a) Retirement Plan. The 403(b) benefit is fully funded by employee payroll contributions without any matching contributions from Baker College.

An employee's 403(b) account must be set up through Lincoln Financial under the Baker College Plan in order for payroll deductions to begin. The 403(b) benefit is voluntary with no waiting period to enroll and all employees are eligible to participate.

## Eligibility:

- All Baker College employees who receive compensation reportable on an IRS Form W-2 are eligible to participate in one of the 403(b) plans

## The Lincoln 403(b) through Baker College provides:

- An investment lineup that includes a range of passive and active investment options, plus target date funds and a self-directed brokerage account.
- Personal support from Lincoln retirement consultants who can help you plan for retirement at every stage of your career.
- Easy account management online, on the Lincoln Mobile app, or by phone.

## Options to enroll:

- Visit [Lincoln Financial](#) to register, verify your identity, and create your username and password. Once your account is established, you can set your payroll deduction dollar amount or percentage, choose your investment allocations, and designate your beneficiaries.
- Contact Lincoln to speak with a retirement consultant directly at 800-234-3500 or reach out to one of the retirement consultants assigned to Baker College:
  - Kirsten Burchill, Sr. Retirement Consultant – [kirsten.burchill@lfg.com](mailto:kirsten.burchill@lfg.com) or 888-824-1330
- Contact Snider Financial for assistance with enrollment, or general questions about the College's 403(b) plan – [jeff@sniderfinancial.com](mailto:jeff@sniderfinancial.com) or 810-233-9600
- Reach out to Deanna Starr, Director of Compensation and Benefits for Baker College, at [deanna.starr@baker.edu](mailto:deanna.starr@baker.edu) for additional information.

| 2024 Deferral Limits |          |
|----------------------|----------|
| Age 49 and Younger   | \$23,000 |
| Age 50 and Older     | \$30,500 |

# Tuition Scholarships

Employees and their family members (spouse and children) are eligible to receive scholarships for both undergraduate and graduate level classes at Baker College.

If any employee is eligible for financial aid, all financial aid is applied to tuition and books prior to the tuition scholarship being applied. In no case, will the tuition scholarship plus financial aid exceed the total cost of tuition and books. Enrollment in undergraduate or graduate courses must still follow, and complete, admission requirements.

## Undergraduate Tuition Scholarship:

### **24-25 Undergraduate Tuition** (Employee Scholarship)

\$450 reduction per credit hour

### **24-25 Undergraduate Tuition** (Family Scholarship)

\$225 reduction per credit hour

## Graduate Tuition Scholarship:

### **24-25 Graduate Tuition** (Employee and Family Scholarship) Master's Level

50% reduction per credit hour

### **24-25 Graduate Tuition** (Employee and Family Scholarship) Doctorate Level

50% reduction per credit hour



# Employee Assistance Program (EAP)

**Employee Assistance Programs are free and available through Unum anytime and anywhere for all employees. Everyone needs a little bit of help sometimes, and Unum's Employee Assistance Program (EAP) may be just the help that someone needs.**

## Employee Assistance Program (EAP):

- Your EAP is designed to help you lead a happier and more productive life at home and at work. Call for a confidential access to a Licensed Professional Counselor who can help you with:
  - Stress, depression, anxiety
  - Relationship issues, divorce
  - Anger, grief or loss
  - Job stress, work conflicts
  - Family and parenting problems
  - And more

## Work/Life Balance:

- You can also reach out to a specialist for help with balancing work and life issues. Just call and one of our Work/Life Specialists can answer your questions and help you find resources in your community. Ask Unum's Work/Life Specialists about:
  - Child care
  - Elder care
  - Financial services, debit management, credit report issues
  - Identity theft
  - Legal questions
  - Even reducing your medical/dental bills
  - And more



# Worldwide Travel Asst.

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Unum's travel assistance services are provided by Assist America, Inc., a leading provider of global emergency assistance services through employee benefit plans. Assist America's medically certified personnel are ready to help 24 hours a day, 365 days a year, and can connect you with pre-qualified, English-speaking and Western-trained medical providers anywhere in the world.

Whenever you travel 100 miles or more from home – to another country or just another city – be sure to pack your worldwide emergency travel assistance phone number. Travel assistance speaks your language, helping you locate hospitals, embassies, and other “unexpected” travel destinations. Add the number to your cell phone contracts, so it's always close at hand. Just one phone call connects you and your family to medical and other important services 24/7.

Use your travel assistance phone number to access:

- Hospital admissions assistance
- Emergency medical evacuation
- Prescription replacement assistance
- Transportation for a friend or family member to join a hospitalized patient
- Care and transport of unattended minor children
- Assistance with the return of a vehicle
- Emergency message services
- Critical care monitoring
- Emergency trauma counseling
- Referrals to Western-trained, English-speaking medical providers
- Legal and interpreter referrals
- Passport replacement assistance



## Travel Assistance FAQs:

**Which countries can I travel to?** Assist America's services have no geographical exclusions. Its worldwide network stands ready to help wherever your travels take you.

**Is my family covered?** Your spouse and dependent children up to age 19 (or the age specified by your medical plan) are covered.

**Are pre-existing conditions excluded?** No. Whether your medical emergency is the result of a new or pre-existing condition, Assist America's Trained representatives will help you find qualified medical care and facilities.

**Who pays for the services I use if I have a travel emergency?** Assist America arranges and pays for 100% of the services the company provides, with no caps or charge-backs to either you or your employer. But you must call Assist America first – you can't be reimbursed for services you arrange on your own.

# Active&Fit Direct Program

Baker College provides access for all employees to join Active&Fit Direct, a self-pay fitness program that gives members access to 12,500+ fitness centers nation-wide and 12,000+ workout videos for \$28 a month – with no long-term contract.

All Baker College employees are eligible to enroll themselves under the AFD program. Spouses of Baker College employees can also take advantage of this benefit under their own account for a separate \$28 a month.

## Try before you enroll:

- Everyone has access to the entire library of OnDemand workout videos when they create an account and register on the Active&Fit Direct website.
  - This includes 12,000+ workout videos ranging from a 1-minute breathing exercise to 60-minute cardio and everything in between at **no cost to you!**
- Many fitness centers partnered with AFD offer a free guest pass through the Active&Fit Program. Use the Fitness Center Search tool to select a location and click the 'Request a Guest Pass' button. Bring the letter to your selected location to make sure you find the fitness center that's right for you.

## Program includes fitness centers such as:

- Standard Centers (12,500+)
  - Snap Fitness
  - 24 Hour Fitness
  - Crunch Fitness
  - Gold's Gym
  - Anytime Fitness
  - and many more local and franchise fitness centers!
- Premium Centers (6,200+)
  - Orangetheory Fitness
  - Pure Barre
  - Club Pilates
  - Row House and many more!

Digital Fitness

2,500+ Workout Videos Available to All Enrolled Members

Unlimited Live Coaching

YouTube LIVE

FREE Daily Workout Classes on Facebook Live & YouTube

Fitness Center

11,000+ Participating Fitness Centers

Online Enrollment & Payment

Members Can Change Fitness Centers Anytime

home or gym?  
we'll keep you active either way.

\$25/mo.  
11,000+ FITNESS CENTERS  
2,500+ WORKOUT VIDEOS  
Active&Fit<sup>TM</sup> DIRECT

Get Started

Over 2,500 digital workout videos including programs from:

JILLIAN MCGOWAN  Les Mills  STRONG  FITSTEPS  YOGAFIT  LA FITNESS  SHRED  ANYTIME  CURVES  WORKOUT ANYTIME 

\*See applicable terms.

# Emergency Fund

Baker College is committed to supporting our employees by recognizing the impact an unforeseen emergency or hardship can have on an employee and their family. The Baker College Emergency Fund was established to assist employees facing temporary financial hardships or catastrophic events that could be supported with financial or paid leave resources provided by BC.

## Financial Hardship:

This benefit aims to provide temporary relief to Baker College employees in times of urgent financial need caused by unforeseen emergencies or unexpected crises.

## Paid Leave:

In situations where monetary assistance might not suffice, such as catastrophic events like a house fire, the loss of an immediate family member (ex: spouse or child), or being affected by a natural disaster, additional paid time off can be beneficial to an employee.

## Examples of Approved Need:

- Temporary need for essential living expenses (utilities, food, transportation).
- Urgent items such as eviction or utility shut-off due to non-payment.
- Fire or other natural disaster (tornado, flood).
- Death or life-changing accident in the immediate family.
- Emergency medical treatment/medication/prescriptions.
- Financial needs arising from unexpected critical incidents or special circumstances.

## Application Process:

- Employees needing to utilize the Emergency Fund resources should complete the Emergency Fund Application.
- All submitted applications will be reviewed by the President's Leadership Cabinet to determine eligibility.
- Approved employees will be notified by email.

## Award Criteria:

- Awards are granted based on individual circumstances and available budgeted funds.
- Decisions are made by the President's Leadership Cabinet on a case-by-case basis and are not considered loans, requiring no repayment.
- The awarded amount may be less than the requested amount, depending on available funding.



# Further Together®



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[hr@baker.edu](mailto:hr@baker.edu)

Deanna Starr – Director of Compensation and Benefits:  
[deanna.starr@baker.edu](mailto:deanna.starr@baker.edu)

The descriptions in this booklet are meant as an overview of the benefits that Baker College offers to full-time employees. Benefit descriptions are not meant as guarantees of current or future employment. The College has the right to make changes to benefits, or adjust offerings, as needed. Benefit plan documents are the official documents that govern plan details.