

KENYON COLLEGE
FRINGE BENEFITS SCHEDULE - 2011/12

FRINGE BENEFIT

College Pays

Employee Pays

FICA:

Effective 01/01/10

7.65% as follows:

Effective 01/01/11

7.65% as follows:

Social Security (OASDI)

6.20% x Kenyon salary on maximum base of \$106,800 for a \$6,621.60 maximum

4.20% x Total salary on maximum base of \$106,800 for a \$6,621.60 maximum

MEDICARE (HI)

1.45% x Kenyon salary (no Maximum)

1.45% x Total salary (no Maximum)

TIAA/CREF

Effective 01/01/10

9.50% x Kenyon salary

5% x Total salary

Maximum College contribution based on salary of \$245,000

Maximum of \$49,000 employee and College combined contribution

TOTAL DISABILITY CIGNA INSURANCE

Effective 01/01/10

.280% of annual salary

-0-

Maximum \$200,000

CIGNA LIFE INSURANCE

Effective 01/01/10

\$.138 per month x full-time Kenyon salary

-0-

(\$.120 Life & \$.018 AD&D)

1,000

Maximum of \$250,000

Benefit drops to 65% at age 65; 45% at age 70; 30% at age 75; 20% at age 80.

CIGNA LIFE INSURANCE

Effective 01/01/10

VOLUNTARY PLAN

\$2.00/month \$24.00/year

cost varies by employee

EMERITI POST RETIREMENT HEALTH CARE

Effective 07/01/11

\$1,074 per year

Voluntary

HEALTH INS. - PREMIUM PLAN

Effective 07/01/11

Effective 07/01/11

Employer

Employee

Family Coverage:

Monthly

Annual

Monthly

Annual

Salary ≤ \$42,999

\$1,519 (84%)

\$18,228

\$289 (16%)

\$3,468

\$43,000 ≤ \$71,999

1,447 (80%)

17,364

361 (20%)

4,332

Salary ≥ \$72,000

1,320 (73%)

15,840

488 (27%)

5,856

Single + 1 Coverage:

Salary ≤ \$42,999

1,105 (84%)

13,260

211 (16%)

2,532

\$43,000 ≤ \$71,999

1,053 (80%)

12,636

263 (20%)

3,156

Salary ≥ \$72,000

961 (73%)

11,532

355 (27%)

4,260

Single Coverage:

Salary ≤ \$42,999

502 (84%)

6,024

96 (16%)

1,152

\$43,000 ≤ \$71,999

478 (80%)

5,736

120 (20%)

1,440

Salary ≥ \$72,000

436 (73%)

5,232

162 (27%)

1,944

HEALTH INS. - BASIC PLAN

Effective 07/01/11

Effective 07/01/11

Employer

Employee

Family Coverage:

Monthly

Annual

Monthly

Annual

Salary ≤ \$42,999

\$1,215 (84%)

\$14,580

\$231 (16%)

\$2,772

\$43,000 ≤ \$71,999

1,157 (80%)

13,884

289 (20%)

3,468

Salary ≥ \$72,000

1,056 (73%)

12,672

390 (27%)

4,680

Single + 1 Coverage:

Salary ≤ \$42,999

884 (84%)

10,608

168 (16%)

2,016

\$43,000 ≤ \$71,999

842 (80%)

10,104

210 (20%)

2,520

Salary ≥ \$72,000

768 (73%)

9,216

284 (27%)

3,408

Single Coverage:

Salary ≤ \$42,999

402 (84%)

4,824

77 (16%)

924

\$43,000 ≤ \$71,999

383 (80%)

4,596

96 (20%)

1,152

Salary ≥ \$72,000

349 (73%)

4,188

130 (27%)

1,560

DENTAL INSURANCE

Effective 07/01/11

Effective 07/01/11

Employer

Employee

Family Coverage:

Monthly

Annual

Monthly

Annual

Salary ≤ \$42,999

\$43 (50%)

\$516

\$43 (50%)

\$516

Salary ≤ \$42,999

31 (50%)

372

31 (50%)

372

Salary ≤ \$42,999

13 (50%)

156

13 (50%)

156

Note: The CIGNA Life Ins. For those on LWP for half year, life insurance based on annualized salary.

Health Insurance for those on LWP for half year, health premiums will be based on an annualized salary.