



2025-2026 Benefit Plan Year Summary

July 1, 2025 - June 30, 2026

Wilson College strives to offer a robust benefits program that maintains a balance between equitability and cost-effectiveness. As a newly hired employee or during the annual open enrollment, you can learn about full-time benefit offerings and make your selections based on your individual needs and those of your family.

This document provides a summary of benefit programs available. The 2025-2026 Benefit Enrollment Guide and plan specific documents are available from the Human Resources Office and located on the My.Wilson Portal at <https://my.wilson.edu/pages/benefits>, or in Paycom Employee Self-Service > Benefits.

Plan documents take precedence over this or any other summary benefit documents. Employee benefits are subject to modification or termination at any time. This information is intended as general information for Wilson College Employees and Plan Participants. If there is a discrepancy between this document and the Summary Plan Description or Carrier Benefit Summary, the actual plan documents from the insurance company will prevail.

FAQ'S (FREQUENTLY ASKED QUESTIONS)

Q: When Am I Eligible?

A: Benefit plan eligibility varies by benefit plan. Medical, Dental, Vision, Life Insurance, Long-term Disability, and Short-term disability are effective on the first (1st) of the month following date of hire or full-time employment.

Q: What is the Medical Plan Spousal SurchARGE?

A: Wilson College employees must pay an additional cost to cover a spouse who has the option to elect health care coverage through their own employer. The surcharge does not apply to dependent children.

The additional cost, or surcharge, is \$125 per month (\$1,500 annually). The surcharge applies when your spouse/domestic partner is eligible for employer-provided health plan coverage through their own employer OR gains eligibility for their employer-provided health plan during the plan year. The purpose of the surcharge is to ensure that coverage is available to those who need it most.

Employees who want to cover their spouse or domestic partner on a Wilson College Health Plan must complete the Spousal Healthcare Affidavit.

Q: What If My Spouse/Domestic Partner Works at Wilson Too?

A: If both spouses are employed by Wilson College, medical coverage must be elected by the higher-paid employee.

Q: How Do I Enroll or Make Changes?

A: Newly hired or newly eligible full-time employees can enroll in any benefit plan within 30 days of their initial eligibility date.

Changes to existing benefits participation can only be made during the annual open enrollment period unless there is a qualifying life event, such as marriage, divorce, birth/adoption, death or loss/gain of other coverage, loss of dependent status, or change in employment status. Human Resources must be notified, and any enrollment changes must be made within 30 days of the life event.

Q: What Are Bi-Weekly Benefit Deductions?

A: Non-exempt staff employees who are paid bi-weekly will have benefit deductions withheld twice per month rather than every payroll period (24 pays instead of 26). In this method, deductions are calculated evenly across two pay dates so that monthly deduction amounts correspond directly with the premiums paid monthly for coverage. In the months with a third pay date, no benefit deductions will be withheld from the third paycheck. The two "deduction holiday" dates for plan year 2025-2026 will be August 29, 2025, and January 30, 2026.

The "deduction holiday" will not affect deductions for retirement, garnishments, child support, or taxes.

MEDICAL BENEFITS

Wilson College is pleased to continue offering comprehensive medical coverage through Highmark. For the 2025-2026 plan year, employees may choose between two Highmark medical plan options—each designed to support a range of health and financial needs while maintaining access to a trusted network of providers.

Plan A: Highmark Qualified High-Deductible Health Plan (QHDHP) with HSA

The Qualified High-Deductible Health Plan (QHDHP) is combined with a Health Savings Account (HSA), allowing you to pay for certain medical expenses with money free from federal taxes. Funds deposited into your HSA are not taxed, the balance in the HSA grows tax-free, and that amount is available on a tax-free basis to pay for your qualified medical expenses, including your copays and deductible. Upon initial enrollment in Plan A: Highmark QHDHP with HSA, newly enrolled employees will receive a one-time employer contribution to their Health Savings Account (HSA). The employer contribution is \$500 for employee-only coverage and \$1,000 for employee-plus spouse/dependent(s) coverage.

Benefit	In Network	Out of Network
Deductible (Ind/Fam)	\$2,500 / \$5,000	\$5,000 / \$10,000
Coinurance	100% after deductible	80% after deductible
Out-of-Pocket Limit (Ind/Fam)	\$5,000 / \$10,000	\$10,000 / \$20,000
Total Maximum Out-of-Pocket (TMOOP) (Ind/Fam)	\$5,000 / \$10,000	Not Applicable
Primary Care Office Visit	\$25 copay after deductible	80% after deductible
Specialist Office Visit	\$40 copay after deductible	80% after deductible
Preventative Care	100% (deductible does not apply)	80% after deductible
Urgent Care	\$50 copay after deductible	80% after deductible
Emergency Room Service	100% after deductible	100% after in-network deductible
Hospital Services Inpatient and Outpatient	100% after deductible	80% after deductible

Plan B: Highmark PPO Health Plan with HRA

Wilson College pays a significant portion of the deductible required for this plan through a Health Reimbursement Arrangement (HRA). The HRA is a reimbursement plan fully owned and funded by the College.

Benefit	In Network	Out of Network
Deductible (Ind/Fam)	\$5,000 / \$10,000	\$10,000 / \$20,000
Coinsurance	100% after deductible	80% after deductible
Out-of-Pocket Limit (Ind/Fam)	None	\$12,900 / \$25,800
Total Maximum Out-of-Pocket (TMOOP) (Ind/Fam)	\$9,200 / \$18,400	Not Applicable
Primary Care Office Visit	100% after \$25 copay	80% after deductible
Specialist Office Visit	100% after \$40 copay	80% after deductible
Preventative Care	100% (deductible does not apply)	80% after deductible
Urgent Care	\$50 copay after deductible	80% after deductible
Emergency Room Service	100% after deductible	100% after in-network deductible
Hospital Services Inpatient and Outpatient	100% after deductible	80% after deductible

Note: See last page (7) for Premium Contributions & Payroll Deduction amounts for each plan.

DENTAL BENEFITS

Highmark Blue Edge Dental Flex

As part of your complete health coverage, dental benefits help you stay healthier while getting affordable, quality dental care when and where you need it. Highmark Blue Edge Dental Flex plans are passive PPO plans that provide access to over 62,400 dentists nationwide at more than 226,100 locations.

VISION BENEFITS

Highmark Vision - Fashion Advantage VI

With the Highmark Vision plan, you get coverage for eye exams, eyeglass lenses and frames, contact lenses instead of eyeglasses. There are over 75,000 access points, like optometrists, ophthalmologists, and retailers like Visionworks.

SPENDING ACCOUNTS

Health Savings Account (HSA)

An HSA is a personal savings account used to pay for medical, dental, vision, prescriptions, and other qualified health expenses now or in the future. To open an HSA, you must be enrolled in "Plan A" the Qualified High- Deductible Health Plan (QHDHP). Upon enrollment, an HSA will automatically be set up for you through WealthCare Saver, Highmark's HSA custodian. You may not establish and contribute to an HSA if you elect coverage under "Plan B" the HDHP with HRA.

Advantages of the HSA include year-to-year rollover, portability, choice of account investments, and survivor benefits. All the money in your HSA remains yours, it is not a "use-it-or-lose-it" type of account.

The IRS sets a limit each year on how much you can contribute to an HSA. If you're 55 or older, you can add an extra amount each year, called a "catch-up" contribution. In 2025, the maximum contribution is \$4,300 for an individual and \$8,550 for a family. The 2025 "catch-up" amount is \$1,000. These maximums include any employer contribution.

Health Care Flexible Spending Account (FSA)

When you enroll in a Health Care Flexible Spending Account (FSA), you can use it to pay for qualified medical, dental, vision and prescription out-of-pocket expenses for you, your spouse and your eligible dependents. It can reduce your taxable income by using pre-tax dollars to pay for your care and your "annual election" amount is prefunded. That means you'll have access to your entire election amount at the beginning of the plan year.

You are required to use the money in your FSA within the plan year (7/1-6/30). However, there is a 2 1/2 month Grace Period after the plan year-end in which you can incur eligible expenses against the prior plan's Health Care FSA account to help you avoid forfeiture. The IRS sets a limit each year on how much you can contribute to an FSA. For 2025, the maximum contribution is \$3,300.

Dependent Care FSA

A dependent care FSA is a flexible spending account that can be used to pay for childcare expenses for your children and other qualifying dependents so that you and your spouse may go to work or school. Like the Health Care FSA, it saves you money by reducing your taxable income by spending pre-tax dollars. However, for dependent care FSAs, you can only spend up to the amount that's already been deducted from your paycheck.

Eligible Dependents include children under the age of 13 and children or other dependents of any age who are physically or mentally unable to care for themselves and who qualify as dependents on your federal tax return.

The current maximum contribution for the calendar year 2025 is \$5,000 if you're single or married filing jointly and \$2,500 if you're married filing separately.

LIFE INSURANCE

Lincoln Financial Group

All active benefit-eligible employees are provided with a Group Life and Accidental Death and Dismemberment (AD&D) plan. This benefit is covered by Wilson College at no cost to you.

Additional voluntary life insurance coverage is available in \$10,000 increments through payroll deduction for up to the lesser of five times your annual salary or \$200,000. Evidence of insurability is required for amounts over \$80,000 for employees who are newly eligible, if you previously waived coverage and want to enroll, or if you are interested in increasing your current coverage.

Dependent life insurance is also available for employee spouses and children IF you are electing at least \$10,000 in voluntary life insurance for yourself.

LONG-TERM DISABILITY

Lincoln Financial Group

Wilson College provides long-term disability insurance to all active benefit-eligible employees at no cost to the employee. Benefits are paid at 60% of the employee's gross salary up to a maximum of \$7,500 per month, after a 90-day waiting period.

SHORT-TERM DISABILITY

Lincoln Financial Group

Wilson College offers employees an opportunity to elect voluntary short-term disability (STD) benefits. Eligible benefits are payable after a 30-day waiting period. Employees must use any available sick time during those first thirty days of the waiting period.

RETIREMENT

TIAA

The Retirement Benefits at Wilson College are provided by TIAA. Employee contributions can begin immediately upon hire. Employer contributions are discretionary. For employees who meet the eligibility criteria, Wilson College will match participants with elective deferral rates at or above 2.5%. The current employer matching rate is 7.5%. A Roth option is available to all eligible employees. For more information visit www.tiaa.org.

REVIVE HEALTH

Revive Health provides access to personalized care anytime, anywhere with top primary care physicians and therapists virtually. This healthcare benefit is designed to simplify your access to healthcare while offering convenience, quality care, and medications. ReviveHealth members have access to the following services with no copays, no deductibles, and no out-of-pocket costs.

- Virtual Primary Care
- Virtual Urgent Care
- Prescription + Pharmacy Care
- Virtual Mental Health Therapy
- Discounted Lab Testing
- Additional Health Support

CONNECTCARE 3

ConnectCare3 is a confidential benefit for you and your dependents covered under one of the Highmark Medical plans at no additional cost. Made up of patient advocates, nurse navigators, health coaches, and a registered dietitian, ConnectCare3 is available to help with your health and wellness journey. For more information, visit www.connectcare3.com.

ConnectCare3 has no affiliation with any insurance carrier or hospital system.

ABLEPAY

AblePay is a unique, NO-COST program that provides savings and flexible payment terms on out-of-pocket medical expenses. Employees can enroll in AblePay at any time. AblePay contracts with providers interested in lowering their costs and provides members with options that meet their current financial needs on every bill. Having AblePay process patient claims means lower costs and quicker reimbursement for the health system.

AblePay works with any health insurance, including Medicare, so almost everyone is eligible to participate. You can also include anyone on your account you are willing to be financially responsible for, even if they have a different insurance plan!

EMPLOYEE ASSISTANCE PROGRAM (EAP)

Wilson College provides two confidential Employee Assistance Programs (EAPs) at no cost.

Spring Health is available to employees enrolled in the College's medical plan and their household members. It includes six free therapy sessions per year (age 6+), coaching (age 18+), personalized care plans, and support for legal, financial, child/elder care, and more. Get started at myhighmark.page.link/EAP or call 844-931-4465.

EmployeeConnect is available to all employees and their family members, offering up to five in-person counseling sessions per issue each year. Additional resources include 24/7 support, legal and financial consultations, and a variety of online tools. Visit GuidanceResources.com or download the GuidanceNow app for access.

EDUCATIONAL OPPORTUNITIES

Educational opportunities such as Tuition Remission (full policy available upon request); the Council of Independent Colleges Tuition Exchange Program (CIC-TEP) www.cic.edu/TEP; and the Tuition Exchange tuitionexchange.org, may be available to you and your qualified dependents.

Additional information regarding these educational opportunities can be obtained from Human Resources upon request. Eligibility for sponsorship in the tuition exchange programs varies and is not guaranteed.

WILSON COLLEGE FITNESS CENTER

The Wilson College Fitness Center operates to provide the Wilson community, which includes students, faculty, staff, and immediate family residing in the same household of faculty/staff the opportunity to exercise in a safe environment while providing experiential learning to the students who are employed to monitor the space. The operation of the Wilson College Fitness Center is under the supervision of the Athletic department. To ensure the safety and satisfaction of all the users, the policies for the Wilson College Fitness Center, located in the Eden Hall Fitness Center are outlined.

- Immediate family members, 16 years of age and older, of faculty and staff may receive free membership for the fitness center annually. Those under the age of 18 must be accompanied by a parent/guardian who is employed by Wilson College.
- All members must have a Wilson College ID for entrance.
- All those who use the Fitness Center do so at their own risk. All members are required to complete appropriate waivers and forms before membership.
- All new members will receive instructions from staff on the use of the equipment and facilities.
- Immediate family members must be accompanied by a Wilson employee on the first visit.

HUMAN RESOURCES CONTACTS

Human Resources	General Inquiries	humanresources@wilson.edu	x2543
Director of HR	Crystal Collier-Walker	crystalcollierwalker@wilson.edu	x2541
HR Generalist	Mekayla Sewell	mekayla.sewell@wilson.edu	x2543
HR Coordinator	Stacie Everhart	stacie.everhart@wilson.edu	x2539
Payroll Specialist	Michelle Boal	michelle.boal@wilson.edu	x2542

PAYROLL DEDUCTIONS

Payroll deductions for medical, dental, and other elected benefits are based on each employee's pay schedule (bi-weekly or monthly) and are collected in alignment with the current month's coverage. This means employees are not charged in advance or retroactive premiums are deducted to match the active month of benefit enrollment.

Bi-Weekly Premium Contributions - Plan A: Highmark QHDHP w/HSA							
Coverage	Up to \$50,000	\$50,001 - \$70,000	\$70,001- \$90,000	\$90,001 - \$110,000	\$110,001- \$130,000	\$130,001- \$150,000	\$150,001+
Employee Only	\$55.08	\$70.38	\$83.13	\$93.33	\$100.98	\$106.08	\$108.63
Employee & Child	\$120.87	\$138.72	\$154.02	\$166.77	\$176.97	\$184.62	\$189.72
Employee & Children	\$143.82	\$166.77	\$187.17	\$205.02	\$220.32	\$233.07	\$243.27
Employee & Spouse/ Domestic Partner	\$130.05	\$150.45	\$168.30	\$183.60	\$196.35	\$206.55	\$214.20
Family	\$165.24	\$190.74	\$213.69	\$234.09	\$251.94	\$267.24	\$279.99

Bi-Weekly Premium Contributions - Plan B: Highmark PPO w/HRA							
Coverage	Up to \$50,000	\$50,001 - \$70,000	\$70,001- \$90,000	\$90,001 - \$110,000	\$110,001- \$130,000	\$130,001- \$150,000	\$150,001+
Employee Only	\$82.16	\$97.76	\$110.76	\$121.16	\$128.96	\$134.16	\$136.76
Employee & Child	\$149.24	\$167.44	\$183.04	\$196.04	\$206.44	\$214.24	\$219.44
Employee & Children	\$172.64	\$196.04	\$216.84	\$235.04	\$250.64	\$263.64	\$274.04
Employee & Spouse/ Domestic Partner	\$158.60	\$179.40	\$197.60	\$213.20	\$226.20	\$236.60	\$244.40
Family	\$194.48	\$220.48	\$243.88	\$264.68	\$282.88	\$298.48	\$311.48

Monthly Premium Contributions - Plan A: Highmark QHDHP w/HSA							
Coverage	Up to \$50,000	\$50,001 - \$70,000	\$70,001- \$90,000	\$90,001 - \$110,000	\$110,001- \$130,000	\$130,001- \$150,000	\$150,001+
Employee Only	\$110.16	\$140.76	\$166.26	\$186.66	\$201.96	\$212.16	\$217.26
Employee & Child	\$241.74	\$277.44	\$308.04	\$333.54	\$353.94	\$369.24	\$379.44
Employee & Children	\$287.64	\$333.54	\$374.34	\$410.04	\$440.64	\$466.14	\$486.54
Employee & Spouse/ Domestic Partner	\$260.10	\$300.90	\$336.60	\$367.20	\$392.70	\$413.10	\$428.40
Family	\$330.48	\$381.48	\$427.38	\$468.18	\$503.88	\$534.48	\$559.98

Monthly Premium Contributions - Plan B: Highmark PPO w/HRA							
Coverage	Up to \$50,000	\$50,001 - \$70,000	\$70,001- \$90,000	\$90,001 - \$110,000	\$110,001- \$130,000	\$130,001- \$150,000	\$150,001+
Employee Only	\$164.32	\$195.52	\$221.52	\$242.32	\$257.92	\$268.32	\$273.52
Employee & Child	\$298.48	\$334.88	\$366.08	\$392.08	\$412.88	\$428.48	\$438.88
Employee & Children	\$345.28	\$392.08	\$433.68	\$470.08	\$501.28	\$527.28	\$548.08
Employee & Spouse/ Domestic Partner	\$317.20	\$358.80	\$395.20	\$426.40	\$452.40	\$473.20	\$488.80
Family	\$388.96	\$440.96	\$487.76	\$529.36	\$565.76	\$596.96	\$622.96

Dental Benefit Payroll Deduction		
Coverage	Bi-Weekly	Monthly
Employee Only	\$16.20	\$32.40
Employee + Spouse	\$31.05	\$62.10
Employee & Child(ren)	\$32.95	\$65.90
Family	\$51.85	\$103.70

Vision Benefit Payroll Deduction		
Coverage	Bi-Weekly	Monthly
Employee Only	\$4.12	\$8.23
Employee + Spouse	\$8.24	\$16.47
Employee & Child(ren)	\$12.36	\$24.71
Family	\$12.36	\$24.71