



Benefits Offering Summary

Health benefits are effective on the 1st of the month following your 30 days of employment.
The Benefit Plan Year is in effect from November 1st to October 31st unless there is a Qualifying Life Event.

Anthem Medical Insurance

The University (Hampton Proton) offers four different Anthem medical insurance plans for your health care needs which also include basic vision coverage, prescription coverage, and life insurance coverage.

Benefit	KeyCare 30	HealthKeepers OA 30 (\$1,250 Ded.)	HealthKeepers Advantage POS 30 (\$5,000 Ded.)	HealthKeepers HSA
Plan Deductible (Individual)	\$1,250	\$1,250	\$5,000	\$4,500
Plan Deductible (Family)	\$2,500	\$2,500	\$10,000	\$9,000
Coinsurance	20%	10%	20%	40%
Out-of-Pocket Maximum (Individual)	\$6,000	\$6,000	\$7,500	\$6,750
Out-of-Pocket Maximum (Family)	\$12,000	\$12,000	\$15,000	\$13,500
Primary Care Visit (PCP)	\$30	\$30	\$30	\$25 (after ded.)
Specialist Visit	\$40	\$40	\$50	\$50 (after ded.)
Urgent Care Visit	\$40	\$40	\$50	\$50 (after ded.)

Prescription Tier	KeyCare 30	HealthKeepers OA 30 (\$1,250 Ded.)	HealthKeepers Advantage POS 30 (\$5,000 Ded.)	HealthKeepers HSA
Tier 1 Generic	\$15	\$15	\$15	\$15
Tier 2 Preferred	\$40	\$40	\$40	\$60
Tier 3 Non-Preferred	\$60	\$60	\$75	\$100
Tier 4 Specialty	20%	20%	20%	40%

The bi-weekly employee contribution toward medical coverage ranges from \$87.00 to \$553.00 depending on the plan and the number of dependents covered; Hampton Proton will contribute the remaining monthly premium. Enrollment in medical insurance includes Term Life \$30,000 of Basic Life and AD&D benefits. Spouses and children receive \$5,000 and \$2,500 in coverage, respectively.

Anthem Dental Insurance

Our dental provider is Anthem and there are two dental plans available, the Low Option for basic dental needs or the High Option coverage with orthodontics from ages 8 through 18 after waiting period. The cost for dental ranges from \$9.46 to \$56.21 bi-weekly.

Vision Insurance

Anthem provides a full vision plan with favorable allowances for the frames and lenses that you want. The cost for vision ranges from \$3.12 to \$9.18 bi-weekly for employee only or up to family coverage.

Flexible Spending Accounts

Flexible Spending Account (FSA) enables employees to allocate a portion of their earnings—before taxes—toward eligible medical or dependent care expenses. Because these contributions are made on a pre-tax basis, employees reduce their taxable income and increase their take-home pay.

Healthcare Flexible Spending Account

- Pays for certain IRS approved medical, dental and vision expenses not covered by insurance with pre-tax dollars!
- Eligible expenses include deductibles, coinsurance, prescriptions, medical equipment, and more!
- The maximum election for the 2026 - 2027 benefit plan year is \$3,400.

Dependent Care Flexible Spending Account

- Employees can be reimbursed for dependent care for children up to age 13, a disabled dependent, or dependent parents.
- Eligible expenses include the cost of child or adult dependent care, nursery and preschools.
- The maximum election for the 2026-2027 benefit plan year is \$7,500 or \$3,750 if married and filing separately.

Voluntary Benefits

We also offer voluntary products such as OneLife Fitness, Legal Resources, and Unum insurances:

Hospital, Accident, Critical Illness, Short-Term Disability, Long-Term Disability, Term Life, AD&D, and Whole life.

***There is a 30-day waiting period for medical, dental, vision, OneLife, and Legal Resources. There is a 90-day waiting period for the Unum products. All benefits are effective on the 1st of the month following the specified waiting period.

Retirement Savings Plan - TIAA- Teachers' Insurance Annuity Association of America Fund (403b)

- You can begin participating in HU/Hampton Proton's 403(b) retirement savings plan on the first day of any month upon submitting your enrollment form and electing your contribution amount.
- Upon 2 years of service, Hampton Proton will contribute 2.5% of an employee's salary, whether the employee contributes or not. The employee must complete the TIAA enrollment form.
- Upon 2 years of service, if an employee contributes at least 5%, Hampton Proton will match 5%.
- An employee who is rehired by Hampton Proton and who satisfied the eligibility requirements for the 403(b) plan before separating from employment will be eligible for employer contributions upon rehire.
- A newly hired employee with prior years of service at an organization that meets the Internal Revenue Code eligibility requirements for a 403(b) plan must provide documentation verifying eligibility for the two-year waiver before prior service can be counted toward satisfying plan's eligibility requirements.

Tuition Remission

Tuition Remission at The University (Hampton Proton) will pay 60% of tuition up to 6 credit hours for full-time employees who have been employed continuously for one year or more and their dependent children (natural, stepchild or legally adopted) under the age of 23 for undergraduate studies; and all part-time employees who have been employed continuously for one year or more and work 20 hours or more per week.

Leave Accrual Benefits

We offer employees vacation and sick leave based on tenure and/or their position.

Part-time employees receive pro-rated leave accrual.

- 0-5 years non-exempt/exempt/ - 80 hours vacation; 96 hours sick leave
- 6-14 years non-exempt/exempt - 120 hours vacation; 96 hours sick leave
- 15 years or more non-exempt/exempt - 160 hours vacation; 96 hours sick leave
- Directors and Managers - 160 hours vacation; 96 hours sick leave

Paid Holiday Benefits

We currently offer full-time employees 10 paid holidays. Part-time employees' holidays are pro-rated.

- New Year's Day
- Memorial Day
- Independence Day
- Labor Day
- Thanksgiving Day
- Friday after Thanksgiving Day
- Christmas Eve
- Christmas Day
- Two Floating Personal Holidays