### Medical Benefits (Semi-Monthly Rates)
18 pre-tax deductions over 9 months. HMO IL only available to individuals employed as of 9/12/2012.

<table>
<thead>
<tr>
<th></th>
<th>PPO</th>
<th>HMO</th>
</tr>
</thead>
</table>
| Employee               | $40.44    | Blue Advantage - $39.46  
|                        |           | HMO IL - $43.44 |
| Employee + Spouse/Domestic Partner/Civil Union | $94.42    | Blue Advantage - $97.58  
|                        |           | HMO IL - $98.96 |
| Employee + Child(ren)  | $95.48    | Blue Advantage - $98.68  
|                        |           | HMO IL - $100.17 |
| Family                 | $110.32   | Blue Advantage - $113.48  
|                        |           | HMO IL - $124.91 |

### Dental Benefits (Semi-Monthly Rates)
18 pre-tax deductions over 9 months

<table>
<thead>
<tr>
<th></th>
<th>BlueCare Dental PPO</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employee</td>
<td>$2.77</td>
</tr>
<tr>
<td>Employee + Spouse/Domestic Partner/Civil Union</td>
<td>$4.97</td>
</tr>
<tr>
<td>Employee + Child(ren)</td>
<td>$5.19</td>
</tr>
<tr>
<td>Family</td>
<td>$7.75</td>
</tr>
</tbody>
</table>

### Vision Benefits (Semi-Monthly Rates)
18 pre-tax deductions over 9 months

<table>
<thead>
<tr>
<th></th>
<th>VSP</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employee</td>
<td>$.66</td>
</tr>
<tr>
<td>Employee + Spouse/Civil Union/Domestic Partner</td>
<td>$1.14</td>
</tr>
<tr>
<td>Employee + Child(ren)</td>
<td>$1.30</td>
</tr>
<tr>
<td>Family</td>
<td>$1.42</td>
</tr>
</tbody>
</table>

### Voluntary Benefits

- **Flexible Spending Account**
  18 pre-tax deductions over 9 months. Plan Maximum: Healthcare-$2,500  Dependent Care-$5,000

- **Voluntary Short-term Disability**
  18 after-tax deductions over 9 months. 60% of monthly salary up to $4,000/month. Premiums based upon age & salary (non-taxable benefit).

- **Voluntary Long-term Disability**
  18 after-tax deductions over 9 months. 65% of monthly salary up to $8,000/month. Premiums based upon age & salary (non-taxable benefit). After 2 years of service credit it may be coordinated with SURS for a maximum monthly benefit of 65%.
<table>
<thead>
<tr>
<th>Benefits</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>Voluntary Optional Life and AD &amp; D</td>
<td>18 after-tax deductions over 9 months. Up to 5 times salary to a maximum of $750,000 for life insurance. Coverage available for death due to accident or dismemberment. Premiums based upon age &amp; salary (non-taxable benefit). Coverage available for employee, spouse, and dependent children.</td>
</tr>
<tr>
<td>Voluntary Critical Illness</td>
<td>18 after-tax deductions over 9 months. Supplemental coverage for specific group of serious medical illnesses where costs are not covered under medical plan. Premiums based upon age. Coverage available for employee, spouse, and dependent children (non-taxable benefit).</td>
</tr>
<tr>
<td>Homeowners/Renters Insurance</td>
<td>$100 reimbursement - Voluntary Participation.</td>
</tr>
<tr>
<td>Auto Insurance</td>
<td>$200 reimbursement - Voluntary Participation.</td>
</tr>
<tr>
<td>Transit Benefits</td>
<td></td>
</tr>
<tr>
<td>Ventra Transit Benefit</td>
<td>Voluntary participation – 9 pre-tax deductions (monthly).</td>
</tr>
<tr>
<td>METRA Transit Benefit</td>
<td>Voluntary participation – 9 pre-tax deductions (monthly).</td>
</tr>
<tr>
<td>Retirement &amp; Other Benefits</td>
<td></td>
</tr>
<tr>
<td>SURS (State University Retirement System)</td>
<td>18 pre-tax deductions over 9 months. Mandatory Participation - 8% contribution of your pensionable earnings to the SURS - <a href="http://www.surs.org">www.surs.org</a>.</td>
</tr>
<tr>
<td>SURS Disability Benefit</td>
<td>Mandatory Participation - Eligible after 2 years of service for disability due to illness or at time of hire for a disability due to accident. Monthly benefit payable after 60 days on disability of 50% of member’s base monthly eligible accrued SURS compensation.</td>
</tr>
<tr>
<td>403(b)/457(b) Plans</td>
<td>Pre-tax deductions each pay. Voluntary participation.</td>
</tr>
<tr>
<td>Employer-Provided/Paid Benefits</td>
<td></td>
</tr>
<tr>
<td>Life Insurance</td>
<td>Twice annual salary to a maximum of $100,000</td>
</tr>
<tr>
<td>Vacation</td>
<td>Consult your union contract for details.</td>
</tr>
</tbody>
</table>
| Holidays                       | *M.L. King’s B-Day  
*President’s Day  
*Spring Break     
*Independence Day  
*Labor Day  
*Thanksgiving Day  
*Friday after Thanksgiving  
*End of Fall Semester through beginning of Spring Semester—(unpaid if not enrolled in deferred pay plan) |
| Personal Days                  | 5 per fiscal year (deducted from sick days)                                                                                                                                                    |
| Sick Days                      | 12 per fiscal year                                                                                                                                                                                   |
| City Colleges Tuition Waiver   | Employee, spouse, domestic partner and dependents up to age 25 are eligible for the City Colleges Tuition Waiver Benefit.                                                                        |
| City Colleges Tuition Reimbursement | Consult your union contract for details regarding funds available for “Professional Development” which includes tuition reimbursement.                                                                 |