THE UNIVERSITY OF TEXAS AT TYLER
EMPLOYEE BENEFITS 2018-2019

INSURANCE:
Medical/Prescription Drug  Dental  Vision  Term Life Insurance  Accidental Death & Dismemberment
Short Term Disability  Long Term Disability  UT Flex  Employee Wellness Programs

RETIREMENT:

<table>
<thead>
<tr>
<th>Retirement Plans</th>
<th>Employee Contribution</th>
<th>State Contribution</th>
</tr>
</thead>
<tbody>
<tr>
<td>Teacher Retirement System</td>
<td>7.70%</td>
<td>6.80%</td>
</tr>
<tr>
<td>Optional Retirement Program (Administrative Professional &amp; Faculty only)</td>
<td>6.65%</td>
<td>8.50%</td>
</tr>
</tbody>
</table>

Tax Sheltered Annuities/Deferred Compensation [http://www.utsystem.edu/benefits/retirement]

*The University of Texas at Tyler employees are required to contribute to Social Security, as well as one of the state mandated retirement plans above (TRS/ORP).

OTHER BENEFITS:
Employee Assistance Program  Employee/Spouse/Dependent Child Scholarship  TJC Scholarship
Family Medical Leave Act  Worker’s Compensation  Sick Leave Pool  Direct Deposit  Social Security

VACATION (Administrative Professional & Classified Staff only)

<table>
<thead>
<tr>
<th>Years of Service</th>
<th>Hours/ Month</th>
<th>Max Carry</th>
<th>Years of Service</th>
<th>Hours/ Month</th>
<th>Max Carry</th>
<th>Years of Service</th>
<th>Hours/ Month</th>
<th>Max Carry</th>
</tr>
</thead>
<tbody>
<tr>
<td>0-2</td>
<td>8</td>
<td>180</td>
<td>10-15</td>
<td>11</td>
<td>292</td>
<td>25-30</td>
<td>17</td>
<td>436</td>
</tr>
<tr>
<td>2-5</td>
<td>9</td>
<td>244</td>
<td>15-20</td>
<td>13</td>
<td>340</td>
<td>30-35</td>
<td>19</td>
<td>484</td>
</tr>
<tr>
<td>5-10</td>
<td>10</td>
<td>268</td>
<td>20-25</td>
<td>15</td>
<td>388</td>
<td>35+</td>
<td>21</td>
<td>532</td>
</tr>
</tbody>
</table>

SICK LEAVE: 8 Hours per Month

HOLIDAYS:

<table>
<thead>
<tr>
<th>Date</th>
<th>Days</th>
<th>Holiday</th>
<th>University Status</th>
</tr>
</thead>
<tbody>
<tr>
<td>September 3, 2018</td>
<td>(1)</td>
<td>Labor Day</td>
<td>Closed</td>
</tr>
<tr>
<td>November 22-23, 2018</td>
<td>(2)</td>
<td>Thanksgiving</td>
<td>Closed</td>
</tr>
<tr>
<td>December 24-26, 2018</td>
<td>(2)</td>
<td>Winter Holiday</td>
<td>Closed</td>
</tr>
<tr>
<td>December 27-31, 2018</td>
<td>(3)</td>
<td>Winter Holiday</td>
<td>Skeleton Workforce*</td>
</tr>
<tr>
<td>January 1, 2019</td>
<td>(1)</td>
<td>New Year’s Day</td>
<td>Closed</td>
</tr>
<tr>
<td>January 21, 2019</td>
<td>(1)</td>
<td>Martin Luther King, Jr. Day</td>
<td>Closed</td>
</tr>
<tr>
<td>May 27, 2019</td>
<td>(1)</td>
<td>Memorial Day</td>
<td>Closed</td>
</tr>
<tr>
<td>July 4, 2019</td>
<td>(1)</td>
<td>Independence Day</td>
<td>Closed</td>
</tr>
</tbody>
</table>

*Skeleton crew work days: In accordance with the provisions of the Texas Government Code §662.004, a state agency must have enough employees on duty to conduct business during any holidays that UT Tyler selects that are not designated as “all (state) agencies closed.”

LONGEVITY PAY (Administrative Professional & Classified Staff only)

<table>
<thead>
<tr>
<th>Years of Service</th>
<th>Per Month</th>
<th>Years of Service</th>
<th>Per Month</th>
<th>Years of Service</th>
<th>Per Month</th>
</tr>
</thead>
<tbody>
<tr>
<td>2</td>
<td>$ 20</td>
<td>16</td>
<td>$160</td>
<td>30</td>
<td>$300</td>
</tr>
<tr>
<td>4</td>
<td>$ 40</td>
<td>18</td>
<td>$180</td>
<td>32</td>
<td>$320</td>
</tr>
<tr>
<td>6</td>
<td>$ 60</td>
<td>20</td>
<td>$200</td>
<td>34</td>
<td>$340</td>
</tr>
<tr>
<td>8</td>
<td>$ 80</td>
<td>22</td>
<td>$220</td>
<td>36</td>
<td>$360</td>
</tr>
<tr>
<td>10</td>
<td>$100</td>
<td>24</td>
<td>$240</td>
<td>38</td>
<td>$380</td>
</tr>
<tr>
<td>12</td>
<td>$120</td>
<td>26</td>
<td>$260</td>
<td>40</td>
<td>$400</td>
</tr>
<tr>
<td>14</td>
<td>$140</td>
<td>28</td>
<td>$280</td>
<td>42</td>
<td>$420</td>
</tr>
</tbody>
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CREDIT UNION: Cooperative Teachers Credit Union, 1424 WSW Loop 323, Tyler, Phone: 903-561-2603

ATHLETIC FACILITIES MEMBERSHIP: U.T. Tyler Herrington Patriot Center (Employee membership $12.50 per month, Family membership $25 per month). All new employees receive a free 90 day membership to the HPC.