# BENEFITS PROGRAM for SENIOR STAFF



Eligibility for some benefits may vary and additional requirements may apply

At Case Western Reserve University, exceptional people deserve exceptional support. This guide introduces the comprehensive benefits package designed to help you thrive from your very first day—robust health coverage, generous retirement contributions, meaningful education benefits, and work-life programs that support you and your family. Our commitment is simple: to empower you to grow personally and professionally throughout your CWRU career.

## HEALTH & WELL-BEING

- Medical plans: Medical Mutual HDHP, PPO, or HMO
- Dental: Superior and CWRU School of Dental Medicine plans
- Vision: VSP Eye Care coverage
- Health Savings Account (HSA)
- Flexible Spending Accounts (FSA)
- Wellness programs & incentives

**WELLNESS INCENTIVES**
**rewards for healthy choices**

## RETIREMENT & FINANCIAL SECURITY

- Retirement plan with generous University contributions
- Greater Circle Living housing assistance program
- CaseOneCard payroll deductions
- Commuter pre-tax transit benefits
- Employee Discounts Program

**100% VESTED** | **IN UNIVERSITY RETIREMENT CONTRIBUTIONS**

## LEAVE & TIME AWAY

- Generous paid sick leave based on years of service
- **21** days of vacation accrued each fiscal year
- **12** paid university holidays
- Travel insurance while traveling on University business
- Medical, family, paid parenting, military, and personal leave
- Appreciative time-off
- Opportunity for vacation buy back, vacation donation

**21** **VACATION DAYS**

## LIFE & FAMILY SUPPORT

- **$20,000** in Basic Life Insurance: supplemental and dependent life available
- Long-Term disability Benefit
- Travel-related childcare reimbursement
- Up to **$2,000** Child Care Subsidy
- Norton LifeLock protecting your identity, privacy, and digital life - every day.
- Legal Services provided for a wide range of legal matters
- Elder Care Resources and Referral Services

UP TO $2,000 CHILD CARE SUBSIDY

## EDUCATION & PROFESSIONAL GROWTH

- Tuition waiver for employees and eligible spouses and dependents
- Up to **$2,500** annual tuition reimbursement
- Tuition Exchange at 600+ partner universities
- Professional development resources and training opportunities

INVEST IN YOUR FUTURE.
WE INVEST IN YOU.

## WELLNESS, RECREATION & PERKS

- **Free** access to the Veale and Wyant Fitness & Recreation Centers
- Discount membership to One to One Fitness
- Squire Valleevue Farm access
- Local discounts and ticket sales to area attractions
- Employee Appreciation events and programs
- AllOne Health Employee Assistance Program

**FREE** fitness access to multiple campus centers

**CASE WESTERN RESERVE UNIVERSITY**

***Your work changes lives.***
***We are here to support your's.***

**LEARN MORE**
**Scan to explore your benefits in detail**

**Benefits begin** on the first day of the first full month of employment / 216.368.6964 / AskHR@case.edu / case.edu/hr/benefits