

RETIREMENT HEALTH BENEFITS
For employees hired prior to September 1, 2003

Full-time administrative employees may be eligible to receive health benefits on a contributory basis if they retire at age 60 and or above and began working for the University prior to September 1, 2003. The level of benefits the administrator is entitled to depends upon years of service. The required level of employee contributions is set forth below:

| Length of Employment | Required Contribution Family Coverage | Contribution Individual Coverage |
|---|--|-------------------------------------|
| 10 or more years of service as of September 1, 2003 | 25% | 25% |
| 5-9 years of service as of September 1, 2003 | 50% | 25% |
| Less than 5 years of service as of September 1, 2003 | n/a | 25% |
| Administrator hired after September 1, 2003 | n/a | n/a |