

## Financial Security

As an employee at Lewis & Clark we offer you many benefits to help you meet your financial goals and to help you protect your financial future.

### 🏠 Competitive Base Pay:

Lewis & Clark offers our employees a base pay that is competitive and based on market research.

### 🏠 Retirement Savings Program:

Our 403(b) tax-deferred retirement plans are another way that we help our employees build for their future. You are eligible immediately to invest your pre-tax earnings in the College's Supplemental Retirement Annuity (GSRA). After one year of employment, you will also become eligible for the Group Retirement Annuity (GRA) plan. Fully funded by Lewis & Clark, we will contribute a percentage of your base salary towards your retirement. There is no match required!

### 🏠 Financial Planning Assistance:

We are proud to offer financial advisors through our EAP to provide unbiased, no-sales financial planning advice at no cost to our employees and their dependents. They are experienced in banking, investing and accounting, and can help you manage vital areas such as personal or family budget, credit card debt, mortgage refinancing, divorce, marriage, foreclosure, lay-off, investments, insurance, real estate, and college planning.

### 🏠 Life Insurance and AD&D:

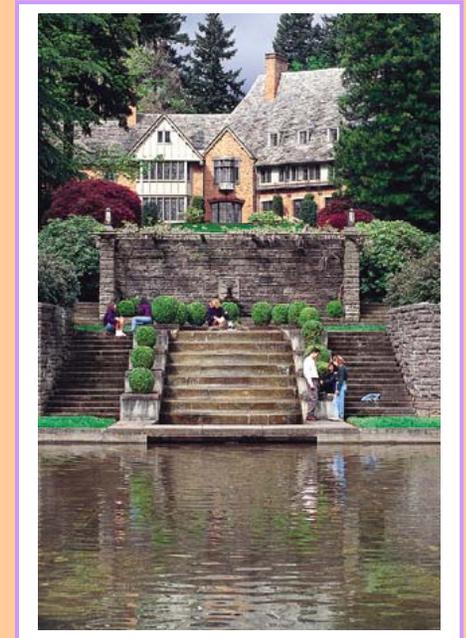
Lewis & Clark pays for your solid foundation of protection automatically, while allowing you the flexibility to choose additional coverage to meet your individual or family needs. There are supplemental plans available for you, your spouse/domestic partner, and eligible dependents at affordable discounted group rates.

### 🏠 Disability Benefits:

Injury or illness can be a financial burden as well as a physical and emotional strain for you and your family. For this reason, Lewis & Clark offers a College-paid long-term disability policy for benefit-eligible employees. Voluntary options are also available to increase your coverage.

# Lewis & Clark

**A Great Place  
To Work!**



**Benefits at a Glance**

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## Health & Wellness Benefits

We are very proud of the health and wellness benefits we offer at Lewis & Clark. They are highly competitive and of significant value to you as a part of your total compensation package.

### 🏠 Medical Insurance (including Vision):

Our two medical insurance plans provide comprehensive coverage and the flexibility to choose the plan that fits your needs. Both traditional and managed care options are available, including preventive care services and prescription coverage. Vision insurance is also a part of our medical coverage.

### 🏠 Dental Insurance:

Lewis & Clark's dental insurance plans help to pay dental expenses for you and your dependents. Both plan choices cover many basic services as well as preventive care and orthodontics for both children and adults.

### 🏠 Flexible Spending Accounts:

Lewis & Clark offers you three flexible spending account (FSA) options. These FSAs allow you to pay for your health insurance premiums and certain out-of-pocket health care and dependent care expenses on a pre-tax basis.

### 🏠 Annual Wellness Fair:

Our annual Wellness Fair occurs every February. This is a great opportunity to learn more about wellness services that come with your benefits, participate in free health screenings, such as blood pressure and stroke screenings, get free massage demos, learn about organic food delivery, and so much more!

### 🏠 Health Risk Assessment & Wellness Coaching:

These two confidential benefits are designed to help you and your family members get the right information you need to help with making improvements to your health, with no out of pocket cost! The Health Risk Assessment will give you a measure of your health risks and the wellness coaching will help you make changes to a healthier lifestyle.

### 🏠 On-Campus Wellness Seminars:

Throughout the academic year, we provide six or more free educational seminars hosted by expert speakers on a variety of wellness topics, typically offered over the lunch hour.

## Work/Life Balance

At Lewis & Clark, we recognize and understand that keeping a healthy balance between your personal and professional life is important. We seek to support you by offering benefits that will assist you in your work, personal, and family life.

### 🏠 Paid Time Off:

Lewis & Clark provides employees with generous paid time off programs. Eligible employees accrue between 12 and 24 days of vacation, and receive between 12 and 14 paid holidays per year including the entire week between Christmas and New Years day. Sick leave is also available.

### 🏠 Employee Assistance Program:

The Employee Assistance Program (EAP) is a confidential, professional counseling and referral service available 24 hours a day, seven days a week for employees and their dependents. Lewis & Clark provides this program at no charge to you.

### 🏠 Job Protected Leaves:

Because we know that there might be a period of time that you may need to be away from work, we provide several options for paid and unpaid leaves for our employees. Some of our leaves include jury duty and court appearances, military service, bereavement time, maternity and other leaves for family and medical reasons.

### 🏠 Bookstore Discount:

You are entitled to receive a 10% discount on items purchased for your personal use at our on campus Bookstore.

### 🏠 Pamplin Sports Center:

Our onsite fitness center is available at no cost to employees and offers three full basketball courts, a fully equipped weight room, aerobics room, a indoor eight-lane swimming pool, and heated indoor tennis courts.

### 🏠 Elder & Child Care Resources:

We offer our parents and families leads to assist them in their search for reliable options for elder and child daycare.

### 🏠 Discounted Tickets:

Our employees receive free or reduced admission to our campus events.

### 🏠 Tuition Assistance Programs:

As Lewis & Clark is an institution of higher education, we believe in the value of education. Through our tuition assistance programs, we provide opportunities for eligible employees and their dependents to learn and grow personally and professionally. You have the opportunity to work toward an undergraduate or graduate degree from Lewis & Clark. In addition, tuition assistance programs are available to your spouse and children.

### 🏠 Credit Unions:

As our employee, you are eligible for membership in two different local credit unions. As a member, you can earn higher rates on savings accounts, apply for low-rate loans including auto, credit card and personal loans, home loans and home equity lines of credit, save thousands of dollars at exclusive auto sales and auto buying services, and share the benefit with everyone in your family.

### 🏠 Food Service Bonus:

For every deposit of \$50 or more into your food flex account, you will receive an additional \$5 value bonus toward our on-campus meals that are alive with flavor and nutrition, prepared from scratch using authentic ingredients.

### 🏠 Parking & Discounted Passes:

We allow our employees to pay for parking on a pre-tax basis and offer discounted bus passes and a free shuttle for our eco-friendly commuters.

### 🏠 Legal Services:

We provide our employees and their dependents with a 30-minute free consultation and a 25% reduction in rates charged for services by an attorney contracted through our employee assistance program.

### 🏠 Access to Library:

You can borrow books, videos, DVDs, CDs, large print books, audiocassettes, circulating magazines, and more!

### 🏠 Long Term Care:

As a new employee, you have an opportunity for a guarantee issue for Long Term Care insurance. This allows you to access your choice of facilities that will provide the quality of care and quality of life you desire and expect in a safe and secure environment.