

Employee Benefits Overview



For Plan Year Effective as of January 1, 2026 - May 31, 2026

At Notre Dame de Namur University we know how important health and welfare benefits are to employees and their families. That is why we strive to offer a wide range of benefit plan designs that you might otherwise find only at a larger corporation.

Class Code: A - All NorCal FT Employees

Core Benefits

The health and welfare plan includes medical, dental, vision, life, disability and prescription drug coverage from major national carriers. Wherever possible, we try to offer a choice of plan designs. Full-time employees become eligible for company sponsored benefits on the first day of the month following 30 days of employment.

Medical Options

Plan Offering(s)	Employee Only	Employee + Spouse	Employee + Children	Employee + Family
AETNA-EPOHDHP 2500-100CoplayTIF	\$150.00	\$865.00	\$865.00	\$1,752.00
KAI-HMOHDHP 2000-3300-North-CA	\$90.00	\$750.00	\$750.00	\$1,365.00

Dental Options

Plan Offering(s)	Employee Only	Employee + Spouse	Employee + Children	Employee + Family
Guardian-Premier 2000 Area 1G	\$7.00	\$60.18	\$84.18	\$137.49

Vision Options

Plan Offering(s)	Employee Only	Employee + Spouse	Employee + Children	Employee + Family
VSP-Choice Vision Plan	\$3.16	\$10.86	\$10.86	\$17.37

| | Life and Disability Plan Options

Plan Type	Plan Offering(s)	Plan Eligibility
Life	Basic \$50,000	All Eligible Employees
LTD	LTD1 60% \$10,000/mo-90	All Eligible Employees

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For more information contact a **MyLife Advisor** at **844-448-0325**. This Employee Benefit Offerings was created using information gathered on **Oct 24, 2025**

Health Savings Accounts

Employees enrolled in a High Deductible Health Insurance Plan (HDHP) may establish a pre-tax savings account for health care related expenses. If your employer contributes to your HSA account, this will only happen once your account has been activated – so don't delay! Once your Base Account balance exceeds \$2,000, you may elect to invest your HSA monies in one of several investment fund options. Please visit adptotalsource.adp.com for more information.

Domestic Partner Coverage

Benefits are available to an eligible employee's unmarried partner, whether of the same or opposite sex (unless otherwise defined by the insurance carrier). You may be taxed on the value of the coverage provided to your domestic partner if they are not your tax dependent as defined by the Internal Revenue Code.

Flexible Spending Accounts

Flexible Spending Account options include a separate Dependent Care Reimbursement and a Medical Reimbursement Account. These are offered as ways to save on health and day-care expenses when you set aside pre-tax dollars for certain dependent care and medical expenses. As you pay eligible expenses, you are reimbursed from your FSA – tax free!

Commuter Benefits

ADP TotalSource offers you an easy way to make paying for your commute more cost-effective and convenient. And your commute can be tax-free! Simple payroll deductions allow you to contribute to your Commuter Benefits Account on a pre-tax basis. As a participant in the ADP TotalSource program, you can customize your account to your individual needs as often as you need.

Optional Employee Paid Voluntary Benefits

MetLife is a partner of ADP TotalSource that provides best-in-class voluntary benefits to help supplement your current benefits package.

Feature	Description
Hospital Indemnity Insurance	Group Hospital Indemnity insurance provides payment directly to you to use as you see fit – you could use it to help cover expenses if you or a member of your family is hospitalized.
Critical Illness Insurance	Provides a lump-sum benefit payment to help cover out-of-pocket medical expenses and the costs associated with life changes following a covered critical illness.
Accident Insurance	If you are hurt in an accident, provides a lump-sum payment that can be used as you see fit.
Voluntary Term Life Insurance	Provides a death benefit as well as additional support, planning and protection services.
Accidental Death & Dismemberment (AD&D)	Pay benefits to you and your family if you die, become dismembered, or blinded due to a covered accident.
Group Legal Services Plan	Access to a nationwide network of attorneys and other valuable resources to help you prevent and resolve legal matters.
Short Term Disability	Designed to complement ADP TotalSource Core Disability Program with income replacement protection for short term disabilities resulting from a covered accident or illness.
Wagmo Pet Wellness	Wagmo Pet Wellness focuses on proactive, routine care that helps pet parents maintain their pet's overall well-being year-round. Wagmo Wellness reimburses for essential preventative services like vaccinations, grooming, dental care, regular check-ups and more.

Online HR Profile Management

Among the great features you will find once you get connected:

Feature	Description
View My Paycheck	View your current paycheck details, including gross pay, net pay, deductions and withholdings. You can also view your paycheck history, a convenient financial planning resource.
View My Benefits	Online, self-service benefits enrollment is here! No more forms to complete, no more hassle – just point, click and enroll. Also view benefits elections and provider information.
Online Direct Deposit and Tax Election	Sign up and/or update your own W4 tax elections and direct deposit information online.

Life Management

Whether you need to speak with trained specialists; help managing your health care; or save money through exclusive discounts, ADP TotalSource offers resources that help make various parts of your life easier.

Feature	Description
Employee Assistance Program	The LifeCare EAP provides free, confidential help with a variety of personal, work-life and concierge needs, including emotional, relationship, chemical dependency, financial and legal needs. To learn more call 866-574-7256 or login to ADP TotalSource and click on Myself then Benefits then EAP.
Health Advocate	Health Advocate is provided to all members who enroll in a TotalSource medical plan. This service helps members and their families manage their health care, resolve claims and coordinate care among multiple providers.
ADP® Discounts Powered by LifeMart®	The ADP® Discounts Powered by LifeMart® program offers you discounts on hundreds of brand-name product and services in categories like travel, electronics, health, fitness, cellular, and more

Wealth Management

We believe in the value of saving for your future. If your employer has chosen to offer a 401(k) plan, we encourage you to take advantage of it. Whether your employer participates in the ADP TotalSource Retirement Savings Plan or a different plan, various investment options may be available to offer you flexibility for all your retirement savings goals.

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Class Code: B - All SoCal FT Employees

Core Benefits

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Medical Options

Plan Offering(s)	Employee Only	Employee + Spouse	Employee + Children	Employee + Family
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Dental Options

Plan Offering(s)	Employee Only	Employee + Spouse	Employee + Children	Employee + Family
Guardian-Premier 2000 Area 1G	\$7.00	\$60.18	\$84.18	\$137.49

Vision Options

Plan Offering(s)	Employee Only	Employee + Spouse	Employee + Children	Employee + Family
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Domestic Partner Coverage

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Optional Employee Paid Voluntary Benefits

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Feature	Description
Hospital Indemnity Insurance	Group Hospital Indemnity insurance provides payment directly to you to use as you see fit – you could use it to help cover expenses if you or a member of your family is hospitalized.
Critical Illness Insurance	Provides a lump-sum benefit payment to help cover out-of-pocket medical expenses and the costs associated with life changes following a covered critical illness.
Accident Insurance	If you are hurt in an accident, provides a lump-sum payment that can be used as you see fit.
Voluntary Term Life Insurance	Provides a death benefit as well as additional support, planning and protection services.
Accidental Death & Dismemberment (AD&D)	Pay benefits to you and your family if you die, become dismembered, or blinded due to a covered accident.
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Online HR Profile Management

Among the great features you will find once you get connected:

Feature	Description
View My Paycheck	View your current paycheck details, including gross pay, net pay, deductions and withholdings. You can also view your paycheck history, a convenient financial planning resource.
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Online Direct Deposit and Tax Election	Sign up and/or update your own W4 tax elections and direct deposit information online.

Life Management

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Health Advocate	Health Advocate is provided to all members who enroll in a TotalSource medical plan. This service helps members and their families manage their health care, resolve claims and coordinate care among multiple providers.
ADP® Discounts Powered by LifeMart®	The ADP® Discounts Powered by LifeMart® program offers you discounts on hundreds of brand-name product and services in categories like travel, electronics, health, fitness, cellular, and more

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Class Code: C - All WA FT Employees

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Medical Options

Plan Offering(s)	Employee Only	Employee + Spouse	Employee + Children	Employee + Family
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KAISWA-HMO HDHP 3500-80%-WA	\$90.00	\$750.00	\$750.00	\$1,365.00

Dental Options

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Health Advocate	Health Advocate is provided to all members who enroll in a TotalSource medical plan. This service helps members and their families manage their health care, resolve claims and coordinate care among multiple providers.
ADP® Discounts Powered by LifeMart®	The ADP® Discounts Powered by LifeMart® program offers you discounts on hundreds of brand-name product and services in categories like travel, electronics, health, fitness, cellular, and more

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Class Code: D - All Out of State None-WA FT Employees

Core Benefits

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