



COLORADO COLLEGE

Office of Human Resources

Understanding Your Total Rewards Statement/Glossary of Terms*

*Note: The “definitions” provided below are intended to provide context and promote understanding with regards to interpreting your Total Rewards Statements and may not reflect the true definition of the actual terms. For more detailed information regarding the benefits programs offered by CC, please review the [2025-2026 CC Benefit Guide](#).

Fiscal Year 2025 Compensation Components

Income – Direct compensation mechanisms.

- **Regular Earnings** – Your base direct compensation for services rendered to CC.
- **Bonus** – Discretionary earnings beyond your base, direct compensation.

Mandatory Taxes - compulsory financial charge levied by the government to fund public services and government operations. The payment of these taxes is legally required and not subject to personal choice.

- **Medicare** - A federal health insurance program in the United States that provides coverage for people age 65 and older, as well as some younger people with certain disabilities or conditions.
- **Social Security** - The US Social Security program is a social insurance system that provides income to retired, disabled, and deceased workers' families, financed through payroll taxes. Administered by the Social Security Administration (SSA), it is a foundational income-maintenance program designed to protect against the loss of income from these life events and provide a safety net for millions of Americans.

- **Workers' Compensation** - Workers' compensation provides wage replacement, medical benefits, and vocational rehabilitation for employees injured on the job, with coverage funded by employers and mandated by law in Colorado.

Benefits - Employment benefits are non-direct forms of compensation that an employer provides to an employee in addition to their salary or wages, such as health insurance, retirement plans, paid time off, and other perks.

- **Medical Plan** - Medical insurance is administered through Cigna. The Cigna website offers access to provider listings (Open Access Plus network), explanation of claims payments, identification cards, plan benefits information, useful health information and more. The website may be accessed at www.mycigna.com. The Colorado College Group Number is 3336952, and the Customer Service Number is 1-800-244-6224.
- **Dental Plan** - Dental insurance is administered through Delta Dental. The college pays 100% of the employee premium for benefit-eligible employees on the employee only plan. The Delta Dental website includes dental provider listings (PPO), claims payment, identification cards, and benefits; their website may be accessed at www.deltadentalco.com. The Colorado College Group Number is 0284, and the Customer Service Number is 1-800-610-0201.
- **Vision Plan** - Vision insurance is provided by EyeMed Vision Care. Download vision coverage cards from the EyeMed website, which also includes a list of providers: www.eyemed.com. You will need to register and create a username/password if using the website for the first time). The Colorado College Group Number is 9817230 and the Customer Service Number is 1-866-939-3633.
- **AD&D Insurance** - Accidental Death and Dismemberment (AD&D) insurance provides a cash benefit if a policyholder dies or is seriously injured in a covered accident. It is a limited form of coverage that focuses only on accidents, making it distinct from standard life insurance, which covers death from most causes. Benefit eligible Employee's are automatically enrolled in AD&D coverage for 1.5x their base salary.
- **AD&D Insurance - Voluntary** - Optional, additional AD&D insurance for yourself and your family through the Associated Colleges of the Midwest. Benefits can be purchased up to \$750,000 in increments of \$10,000 to provide accident protection against most types of accidents, 24 hours a day, anywhere in the world, whether you are at work or home. Benefit amounts

over \$350,000 may not exceed ten times your Base Annual Earnings. Your enrolled dependents' principal sum will be a percentage of your principal sum, subject to a \$100,000 maximum.

- **Basic Life Insurance** - The college purchases basic term life insurance and accidental death & dismemberment (AD&D) insurance through The Hartford for all benefits-eligible employees. The basic coverage is equal to one and one-half of your base annual salary up to a maximum of \$500,000. Basic life insurance at 1.5x salary is automatically provided by the college for all benefits-eligible employees.
- **Optional Life Insurance** – Optional, additional term life insurance is available through The Hartford. Optional life may be purchased in increments of one to five times your annual salary with a maximum of \$500,000; the cost per \$1,000 of coverage is based on an age-rated chart. Adding or increasing coverage for optional term life requires completion of an online Medical History Statement and approval by The Hartford. Premium increases for optional life occur when you move into a new age band and/or your pay increases.
- **Optional Dependent Life** - Dependent term life policies may be purchased to cover eligible dependents. Optional Dependent Life insurance is available through eh Hartford Plan I provides \$5,000 coverage for spouse and up to \$2,000 for children. Plan II provides \$10,000 coverage for spouse and up to \$4,000 for children. Adding or increasing coverage for optional term life requires completion of an online Medical History Statement and approval by The Hartford. Premium increases for optional life occur when you move into a new age band and/or your pay increases.
- **Long-Term Disability** - The college offers an LTD plan through The Standard. Participation is mandatory after one year of service and employee premiums are paid on an after-tax basis. The benefits of the LTD plan include a tax-free monthly income benefit of 60% of your monthly base salary to a maximum of \$10,250.
- **Health Care Flexible Spending** - You are eligible to set aside money from your paycheck on a pre-tax basis for health care and dependent care expenses. Rocky Mountain Reserve administers the accounts for Colorado College. The FSA Plan Year runs July 1 – June 30.
- **Dependent Care Flex Spending** - You are eligible to set aside money from your paycheck on a pre-tax basis for dependent care costs. Rocky Mountain Reserve administers the accounts for Colorado College.

- **Employee Assistance Program** - Employees and their dependents are eligible for up to six confidential counseling sessions each year at no employee cost. EAP through Guidance Resources is a work-sponsored program designed to help you and your immediate family members with the identification and resolution of problems associated with personal and/or professional issues.
- **Travel Accident Insurance** - Domestic and foreign business travel accident insurance is provided through the Associated Colleges of the Midwest (ACM) at no cost to you. The plan provides accident protection against most types of accidental injury or accidental death while you are traveling on business for a member college or university of the Associated Colleges of the Midwest.

Retirement Benefits - Colorado College sponsors the Colorado College Retirement Benefit Plan (the "Plan"). See plan document and summary plan document (www.mybensite.com/coloradocollege) or request a copy from the CC Office of Human Resource: HR@ColoradoCollege.edu . The Plan includes a mandatory benefit and a voluntary benefit.

- **Retirement - Mandatory** - Except for those employees noted as ineligible in the plan document for the mandatory benefit under the Plan, all eligible employees will participate when they reach age 29 and have a year of service to the College or a year of service immediately preceding their employment with the College at a tax-exempt 501(c)(3) organization or a public entity. The employee is required as a condition of employment to contribute 5% of pay to their own retirement account and receives a contribution from the college to their retirement account (currently 10%). Eligible employees under age 29 with a year of service may make a 5% voluntary contribution election to the mandatory plan and receive the College's contribution. See plan documents at www.mybensite.com/coloradocollege (under Retirement tab) for full details on eligibility and other plan details.
- **Retirement - Roth 403(b)** - Generally, employees of the College are eligible to contribute a portion of compensation to the Plan as voluntary elective contributions. Elective contributions will be invested in the funding vehicles selected by the employee. If the employee does not select a funding vehicle, contributions will be invested in the Qualified Default Investment Alternative (QDIA). See www.mybensite.com/coloradocollege (under Retirement tab) for a copy of the QDIA notice or request a paper copy from the Office of Human Resources. An employee can elect to voluntarily defer a portion of his or her compensation to the Plan on a pre-tax and/or post-tax (Roth) basis.

Total Compensation – The comprehensive sum of monetary and non-monetary benefits that CC provided to you in exchange for your labor and skills during the period outlined.

Estimated Fiscal Year 2026 Compensation Components:

Fiscal Year 2026 Salary - Your base direct compensation for services rendered to CC in the current fiscal year (2026). Estimated based on your continued employment with CC at your current base earnings rate for your current role.

Fiscal Year 2026 Estimated Paid Time Off – The estimated value of your paid time off for the current fiscal year (2026). Estimated based on your continued employment with CC at your current base earnings rate for your current role.

Fiscal Year 2026 Coverage Elections – Your benefit coverage for the current fiscal year (2026). Either indicated as the monetary amount of coverage or as the specific coverage that you are currently enrolled in.