

## BENEFITS GUIDE

	<b>REG</b> Full benefits	<b>SSRP</b> Modified Benefits	<b>TEMP</b> Required Benefits	<b>CASUAL</b> <b>STUDENT</b> Required Benefit	<b>GRA</b> Required Benefits	<b>FACULTY</b> Required Benefits	<b>POST</b> <b>DOC</b> Modified Benefits
<b>GENERAL</b>							
Worker's Comp	X	X	X	X	X	X	X
Unemployment	X	X	X	X		X	X
FICA/Social Security*	X	X	X	*	*	X	X
ODU ID Card	X	X		X	X	X	X
403(b) Tax Sheltered Plan	X	X	X	X	X	X	X
Non-Elective Contribution or Contribution in Lieu of Retirement	X						
<b>INSURANCE</b>							
Health	X	***					X
Dental	X	***					X
Vision	X	***					X
Employee Assistance Program	X	***					X
Life	X	***					X
Long Term Disability	X	***					X
Critical Care Illness	X	***					X
Salary Continuation (STD)	X	***					X
<b>CAFETERIA PLAN OPTIONS</b>							
Insured Benefits (Pre-Tax)	X	***					X
Dependent (Child Care) Reimbursement Account	X	***					X
<b>TUITION ASSISTANCE</b>							
Educational Assistance Program	X						
<b>LEAVE</b>							
Holiday	X	***					X
Annual	X	***					X
Sick	X	***					X
Family & Medical Leave Act	**	**	**	**	**	**	**
Bereavement	X	***					X
Civil	X	***					X
Military Reserve	X	**					X

\*ODU students may qualify for FICA exemption based on enrollment criteria.

\*\*Eligibility is based on requirements of federal regulations.

\*\*\*Eligibility is based on full time wage for a 1 year min and funding permissible