

Employment Benefits Criteria

Category	Residents	Traineeships Non Taxable Stipends	Post Doc Fellows	Research Trainees/Fellows (NSRA)	Traineeships Taxable Stipends
Company	EUV	NIH	EUV	NIH	NIH
Termination action entered if < 12 months	No	Yes	No	No	Yes
Benefits Eligibility Code	REG	Not Eligible	RTLPT RTLFT	RTLPT RTLFT	Not Eligible
Employee Class	B	L	9	G	8
Job Code	9950	9901	9903 9902	9905	9910
Account Number	50340	61640	50350	61450	50210
Earnings Code	REG	Z00	REG	Z99	Z42
Fica/Tax Status	FICA,State & Federal tax withheld	No taxes withheld	FICA,State & Federal tax withheld	No taxes withheld	State and Federal withheld No FICA
Tax Reporting	W-2	N/A	W-2	1099	W-2
Fringe Benefit Rate	20%	0%	27.25%	0%	0%
Fringe Benefits Compensated Leave	21 Calendar Days of compensated leave per year- no carry over	Not Eligible	21 Calendar Days of compensated leave per year-no carry over	Up to 21 Calendar Days of compensated leave per year-no carry over	Not Eligible
Holidays	Official Emory holidays if schedule permits	Not Eligible	Official Emory Holidays	Official Emory Holidays	Not Eligible
Disability Leave	12 Calendar days of disability leave per year	Not Eligible	12 Calendar days of disability leave per year-up to six months of unpaid leave	Not Eligible	Not Eligible
Basic Life Insurance	Coverage of \$50,000	Not Eligible	\$10,000 FT \$5,000 PT	Not Eligible	Not Eligible
Supplemental Life	Not Available	Not Eligible	\$10,000 increments up to \$750,000	Not Eligible	Not Eligible
Dependent Life	\$25,000 spouse \$5,000 each child	Not Eligible	Spouse: \$10,000 increments up to \$500,000	Not Eligible	Not Eligible
Hyatt Legal	Not Eligible	Not Eligible	Eligible	Not Eligible	Not Eligible

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Long Term Care	Not Eligible	Not Eligible	Eligible	Not Eligible	Not Eligible
AD&D	Coverage of \$50,000	Not Eligible	\$10,000 increments for employee and spouse; \$5,000 \$10,000 or \$15,000 for Child	Not Eligible	Not Eligible
Health Insurance	Available for Employee only at no cost; Cost for Family	Not Eligible	Choice for POS or PPO plan. Cost share by Employee and University.	May participate in program but pay full cost.	Not Eligible
Dental Insurance	Eligible	Not Eligible	Eligible	Eligible to participate but must pay full cost.	Not Eligible
Retirement Voluntary Contributions	Eligible from Hire date to contribute	Not Eligible	Eligible from Hire date to contribute	Not Eligible	Not Eligible
University 6% Contributions	Not Eligible	Not Eligible	Eligible	Not Eligible	Not Eligible
University Matching Contributions	Not Eligible	Not Eligible	Eligible	Not Eligible	Not Eligible
Health Care FSA	Eligible	Not Eligible	Eligible	Not Eligible	Not Eligible
Dependent Care FSA	Eligible	Not Eligible	Eligible	Not Eligible	Not Eligible
Long Term Disability	Eligible for Group LTD Coverage	Not Eligible	Eligible (after one year of regular half-time service)	Not Eligible	Not Eligible
Short Term Disability	Not Eligible	Not Eligible	Eligible if elected in first 31 days, then can do underwriting	Not Eligible	Not Eligible
Courtesy Scholarship/Tuition Reimbursement	Not Eligible	Not Eligible	Eligible	Not Eligible	Not Eligible
Parking Permit	Eligible	Eligible	Eligible	Eligible	Eligible
Library Privileges	Faculty	Student	Faculty	Faculty	Student
Physical Education Center	Faculty/Staff	Student	Faculty/Staff	Faculty/Staff	Student
Marta	Yes	Yes	Yes	Yes	Yes