Summary of Benefits
As of January 1, 2019

<table>
<thead>
<tr>
<th>Medical Insurance</th>
<th>Kaiser Permanente HMO</th>
<th>Anthem Blue Cross HMO</th>
<th>Anthem Act Wise HDHP</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employee Only</td>
<td>$52.19</td>
<td>$53.34</td>
<td>$67.80</td>
</tr>
<tr>
<td>Two Party</td>
<td>$219.19</td>
<td>$223.99</td>
<td>$267.23</td>
</tr>
<tr>
<td>Family</td>
<td>$469.70</td>
<td>$479.54</td>
<td>$561.40</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Dental Insurance</th>
<th>Cigna DHMO</th>
<th>Cigna PPO</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employee Only</td>
<td>$4.89</td>
<td>$38.19</td>
</tr>
<tr>
<td>Two Party</td>
<td>$14.09</td>
<td>$75.05</td>
</tr>
<tr>
<td>Family</td>
<td>$29.25</td>
<td>$148.14</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Vision Insurance</th>
<th>Anthem Core Plan</th>
<th>Anthem Buy-Up Plan</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employee Only</td>
<td>$0.00</td>
<td>$7.19</td>
</tr>
<tr>
<td>Two Party</td>
<td>$1.53</td>
<td>$12.14</td>
</tr>
<tr>
<td>Family</td>
<td>$3.41</td>
<td>$20.10</td>
</tr>
</tbody>
</table>

Amounts listed are employee monthly premiums.

Click [HERE](#) for more information about our health insurance plans.

**Academic Retirement Plan (TIAA-CREF)**
KGI contributes 12% of base pay. Eligibility is after one year of continuous service, first of the month after date of hire. Employees may begin or end voluntary contributions and any time while employed by KGI.

**Tuition Remission Scholarship Benefit for Dependent Children**
KGI provides a tuition remission scholarship benefit for dependent children. The maximum scholarship granted is equal to one-half of the tuition and mandatory fees required of undergraduate students at the institution to be attended (not to exceed an amount equal to one-half of the average of the current undergraduate tuition at the five undergraduate members of The Claremont Colleges). For regular KGI employees there is a waiting period of one year before using the benefit.

**Paid Holidays**
10 per year

**Winter Break Closure**
KGI closes for approximately 9 days (End of Dec. – Beginning of Jan.)

**Group Life Insurance**
1x annual salary or a min. of $20K, to a max. of $50K. Employee may purchase more at group rate for self, spouse/domestic partner and children.

**Short-Term Disability and Paid Family Leave**
Partial income replacement for short-term disability/family care.

**Long-Term Disability**
Partial income replacement for long-term illnesses; paid by KGI; must have regular schedule of 30 hrs/week to be eligible.

**Real Estate and Housing Services**
Provides in-depth, professional housing services, including rentals and sales of properties.

**Employee Assistance Program**
Confidential counseling services available to employees, spouses, domestic partners and eligible dependents.

**Travel Accident Insurance**
Eligible employees are covered for accidental death or dismemberment while traveling on Institute-authorized business.

**Library Privileges**
Benefit-eligible employees of The Claremont Colleges are given free use of the campus library system. The main library is the Honnold/Mudd Library located at Ninth Street and Dartmouth Avenue.

**Discount Entertainment Tickets**
The Connection has discount tickets for many area recreational attractions, theme parks, and movie theatres.

**Voluntary Plans** (paid 100% by employee)
Summary of Benefits  
As of January 1, 2019

- Accidental Death & Dismemberment (AD&D) Insurance
- Long-Term Care Insurance
- Supplemental Life Insurance (Employee, spouse, or children)
- Credit Union Memberships
- Flexible Spending Accounts
- Nationwide Pet Insurance (not through payroll deduction)
- Info Armor Identity Protection
- ARAG Legal Assistance