



COLLEGE  
*of the*  
OZARKS<sup>®</sup>

EMPLOYEE  
BENEFITS  
SUMMARY

## RETIREMENT PLAN

- | *Employees contributing a minimum of 5% to C of O's 403(b) retirement plan will receive an employer contribution of 10%.*

## PAID TIME OFF

- | *Paid holidays, sick, vacation time are available, based on faculty/staff standing.*

## ID SHIELD PROTECTION

- | *Employee coverage is paid at 100% for ID protection in case of stolen identity or compromised bank/credit card accounts.*

## HEALTH INSURANCE

- | *Employee health insurance premiums are paid by the College for employees who enroll in the High-Deductible Plan or the Standard PPO Plan with a \$2,500 deductible. A buy-up plan is available, as well as a Flexible Spending Account (FSA) option for medical and dependent care reimbursements.*

## LIFE INSURANCE

- | *Employees's life insurance coverage for \$50,000 Term Life and \$50,000 AD&D is 100% paid for by the College. Additional life insurance and/or AD&D coverage is available at employee's expense*

## DENTAL INSURANCE

- | *Preventive services are covered at 100%, basic services at 80%, and major services at 50% with a \$50 yearly deductible and a \$1,000 annual allowance. Employee coverage is 100% paid and goes into effect on the first day of employment.*

## VISION INSURANCE

- | *Voluntary coverage is available with an annual eye exam, framellens, and contact lens allowance. Coverage goes into effect the first day of employment.*

## LONG TERM DISABILITY INSURANCE

- | *Long Term Disability coverage is available to provide 60% of an employee's covered monthly earnings, to a maximum benefit of \$7,500. Employee coverage is paid by the College.*

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*This document is a brief summary of benefits. For more detailed information of all benefits, please email [hr@cofo.edu](mailto:hr@cofo.edu) or call Vicki Wrosch at 417-690-2205.*