



Employee Benefits

HEALTH, DENTAL & VISION INSURANCES

Health Research Incorporated (HRI) Roswell Park Division offers a comprehensive health insurance program for employees who work a schedule of at least 50% through the New York State Health Insurance Program (NYSHIP). Health insurance coverage begins on the first day of the month following your hire date. If you enroll in a health insurance plan, you will automatically be enrolled for dental and vision coverage. There is also no cost to the employee for enrolling. Enrollment in health insurance coverage through NYSHIP is optional. The use of participating providers with each plan will ensure the maximum benefit.

The enclosed "Choices" booklet lists the health insurance plans offered through NYSHIP. Please refer to pages 16 and 17 to view the plans that are available to benefit-eligible employees based on the county in which you reside and/or work. If you are eligible for another HMO plan not listed below, please contact the Employee Services Office at 845-4700.

RETIREMENT

New York State & Local Employees' Retirement System (NYSERS)

The New York State & Local Employees' Retirement System (NYSERS) is a defined benefit plan that uses a formula based on an employee's years of service, age at retirement, and final average salary to calculate the retirement benefit. Employees enrolled in NYSEERS on or after April 1, 2012, belong to Tier 6. Employee contributions are deducted on a pre-tax basis from their biweekly paychecks for the length of their service. Effective April 1, 2013, the contribution rate for Tier 6 employees is variable based on salary. The variable contribution rates are as follows:

Annual Wage	Contribution Rate
\$45,000 or less	3%
\$45,000.01 to \$55,000	3.5%
\$55,000.01 to \$75,000	4.5%
\$75,000.01 to \$100,000	5.75%
More than \$100,000	6%

After 10 years of creditable service, an employee is considered vested and has earned the right to receive a pension even if the employee should separate from employment at the Institute. Employees who separate before completing 10 years of full-time service may also choose to withdraw their contributions.

Employees working in full-time, regular positions are required to join NYSEERS. However, employees in temporary full-time, temporary part-time, regular part-time or student/training positions have the option to join but are not required.

If you are not required to join and wish to decline NYSEERS membership at this time, you will need to complete the "Acknowledgement of Waiver of Membership in NYSEERS" form.

For enrollees, you will be receiving a welcome packet from the NYSERS shortly after your membership date. More information may also be obtained online at www.osc.state.ny.us/retire.

Deferred Compensation Plan

The New York State Deferred Compensation Plan (NYSDCP) is a State-sponsored voluntary retirement savings plan. All Health Research Incorporated (HRI) Roswell Park Division employees have the option to participate in the NYSDCP 457(b). If you have an existing 401(k) or 403(b) plan, you have the option to rollover your funds into this plan. Employees may elect to contribute a flat dollar amount or a percentage of their gross wages to be deducted pre-tax from their bi-weekly paychecks. The minimum deferral cannot be less than 1% of the employee's gross salary or less than \$10 per pay period. Employees may cancel or change their deferral amounts at any time by completing a deferral change form. The deferral limit for contributions is determined annually by the Internal Revenue Service. The Age 50 and Over Catch-Up provision allows participants who are age 50 and over or who will become 50 during the calendar year to make additional contributions. Please visit the NYSDCP website at www.nysdcp.com for more information.

OTHER BENEFITS

New York's 529 College Savings Program

The 529 college savings program is a tax-advantaged savings plan offered through New York State that can help you save for college tuition, certain room-and-board expenses, books, supplies, and other qualified higher-education expenses. For more information or to enroll in the program, please call 1-800-420-8580 or visit their website at www.ny529atwork.com.