This is a summary of employee benefits programs likely to be of special interest to prospective members of the Bowdoin College administrative staff. This is a summary and is not meant to substitute for the formal plan descriptions. The official plan documents govern all plan provisions and are available in the Office of Human Resources.

As a benefits eligible employee, you have sixty (60) days from your hire date to enroll in health and dental insurance and the medical and dependent care reimbursement accounts. If an enrollment form has not been completed and submitted to the plan administrator within sixty (60) days, then you will default to no coverage for the remainder of the plan year, except if a status change or special enrollment period occurs. Status changes and special enrollment periods are described in more detail in the summary plan descriptions. You have thirty-one (31) days from your hire date to enroll in supplemental life insurance. For the health plan only, the effective date of your coverage will be retroactive to your hire date. Because claims may be incurred between when your insurance begins (your hire date) and when you enroll (within 60 days of your hire date) some claims will have to be re-processed. For this reason, we strongly encourage you to enroll in the health plan as soon as possible. The dental and medical and/or health care flexible spending plans are effective on the first of the month coincident with or following enrollment.

HEALTH INSURANCE:
The College offers all eligible employees a comprehensive Preferred Provider Organization (PPO) Health Plan administered by Anthem Blue Cross and Blue Shield. Coverage is described in the attached Bowdoin College Point of Service Health Plan Benefit Summary.

Employee contributions to medical and dental insurance premiums are deducted on a pre-tax basis. Under current tax law, this generally provides participants with significant savings on federal, state, and social security taxes. Monthly employee contributions for the health plan this calendar year are as follows.

<table>
<thead>
<tr>
<th>Bowdoin College PPO Health Plan Monthly Employee Contributions</th>
<th>(Rates are effective through 12/31/12)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employee Only</td>
<td>Employee &amp; Spouse/Domestic Partner</td>
</tr>
<tr>
<td>For administrative staff with annual salary ≤ $43,000</td>
<td>$63.00</td>
</tr>
<tr>
<td>For administrative staff with annual salary &gt; $43,001</td>
<td>$67.00</td>
</tr>
</tbody>
</table>

HEALTH REIMBURSEMENT ACCOUNTS (HRAs):
A Health Reimbursement Account (HRA) consists of funds set aside by an employer to reimburse employees for qualified expenses specifically associated with the health insurance plan. In 2012, the College will fund an HRA in the amount of $325 for any employee earning $43,000 or less who is enrolled in the College’s health insurance plan. The HRA may be used for out-of-pocket costs such as co-pays, deductibles and co-insurance charges associated with our health insurance plan. This benefit will be administered by Employee Benefit Plan Administration, Inc. (EBPA).
DENTAL INSURANCE:
The College dental insurance program, administered by Northeast Delta Dental, provides coverage for the following types of services:

- Type I Preventive Care (evaluations, x-rays, cleanings, and fluoride treatment, sealant application and space maintainers for children) is covered at 100%.
- Type II Basic Restorative Care (fillings, extractions, root canal therapy, periodontics and denture repair) is covered at 80% after deductible.
- Type III Major Restorative Care (prosthodontics including crowns, bridgework, onlays) is covered at 50% after deductible.

For each calendar year, the deductible is $50 per person, up to a maximum of $150 per family.

The maximum benefit for each covered person is $1,500 per calendar year. Current monthly employee contributions for employee and dependent coverage are as follows:

**Bowdoin College Dental Plan Monthly Employee Contributions**

<table>
<thead>
<tr>
<th></th>
<th>Employee Only</th>
<th>Employee &amp; Spouse/Domestic Partner</th>
<th>Employee &amp; Child(ren)</th>
<th>Family</th>
</tr>
</thead>
<tbody>
<tr>
<td>All administrative staff</td>
<td>$8.00</td>
<td>$29.00</td>
<td>$29.00</td>
<td>$48.00</td>
</tr>
</tbody>
</table>

VISION CARE INSURANCE:
The College offers all eligible employees a vision wellness program including an annual routine eye exam and significant savings on eye care purchases within a broad network of provider locations.

**Bowdoin College EyeMed Vision Care Monthly Employee Contributions**

<table>
<thead>
<tr>
<th></th>
<th>Employee Only</th>
<th>Employee + one other family member</th>
<th>Family</th>
</tr>
</thead>
<tbody>
<tr>
<td>All administrative staff</td>
<td>$7.24</td>
<td>$13.76</td>
<td>$20.21</td>
</tr>
</tbody>
</table>

FLEXIBLE SPENDING ACCOUNTS (Dependent/Elder Care and Health Care):
The College offers Dependent/Elder Care and Health Care Flexible Spending Accounts to benefits eligible employees. With careful planning, these accounts can result in tax savings by allowing you to set aside your own pre-tax dollars for uninsured medical expenses (up to $5,000 per year) as well as for expenses associated with dependent/elder care (up to $5,000 per year for a married employee with a working spouse or single parent). Participants may open a flexible spending account within 60 days of employment or during the annual open enrollment. Expenses reimbursed through these accounts cannot be claimed as tax deductions or taken into account in calculating tax credits. Any balance left unspent at the end of the year will be forfeited, according to I.R.S. rules.
LONG TERM DISABILITY INSURANCE:
The College provides long term disability coverage to employees working 30 or more hours per week. There is no cost to employees for the program, which is designed to provide continuing partial compensation in the event of total, long-term disability. The benefit is 60% of salary after a 6-month waiting period.

GROUP LIFE INSURANCE PLAN:
This plan provides term insurance in an amount equal to two times annual base salary (rounded to the next highest thousand), and doubled in the event of an accidental death. This insurance is provided at no cost to eligible employees who work 20 or more hours per week (.50 FTE). In addition, supplemental life insurance may be purchased at a group rate based on age and paid through payroll deductions.

VACATION:
Eligible full-time exempt staff members accrue five (5) vacation days each quarter or twenty (20) vacation days per calendar year. Employees hired mid-quarter will receive a pro-rated number of days for that quarter dependent on the date of hire. A maximum of forty (40) days can be accumulated. Eligible, part-time exempt staff members accrue vacation on a pro-rated basis.

SICK LEAVE:
During the first year of employment, up to thirty days of paid sick leave are available. After one year of employment, available time increases to six calendar months, providing coverage equal to the six-month waiting period for long-term disability.

SCHOLARSHIP PROGRAM for CHILDREN of EMPLOYEES:
Dependent children of staff members with 7 years of continuous service in a benefits eligible position to the College are eligible for scholarship grants for post-high school educational programs at an accredited institution. The maximum amount is currently $5026 per year and is adjusted annually based on the percentage increase in Bowdoin’s tuition rate. Students are expected to maintain a quality of work equal at least to the graduation average required at the institution attended.

RETIREMENT:
Employees are eligible for the College’s retirement program after attainment of age 26 and completing one year of service and a minimum of 1,000 hours with Bowdoin College. Contribution levels are determined by age and compensation as follows (minimum 1,000 hours):

<table>
<thead>
<tr>
<th>Your Age on July 1</th>
<th>Amount of Contribution</th>
</tr>
</thead>
<tbody>
<tr>
<td>26-49</td>
<td>10.12% of your compensation</td>
</tr>
<tr>
<td>50 or older</td>
<td>12.13% of your compensation</td>
</tr>
</tbody>
</table>

In addition, the College will contribute an amount equal to 4.3% of your compensation in excess of 60% of the Social Security Wage Base, in effect on July 1st. For fiscal year 2011-2012, 60% of the Social Security Wage Base is $64,080.
SUPPLEMENTAL RETIREMENT:
Employees may contribute to a supplemental retirement annuity (SRA) on a voluntary basis, reducing taxable income in the current year while accumulating interest (tax deferred) to produce additional retirement income. There is no waiting period to participate. Contribution limits are established by federal law; the Human Resources Department provides an annual calculation for all employees.

THE CHILDREN’S CENTER:
The College offers a fee-based childcare program for employees’ children from infancy to five years of age. Because enrollment space is limited, early contact with the Director (207-725-3700) is encouraged.

OTHER:
All Bowdoin College employees are covered by Social Security and Worker’s Compensation programs in accordance with federal and state laws. The College also provides access to a full range of athletic facilities, as well as access to a variety of free discounted events and services.

Rev 12/5/2011