

New Employee Benefits

Again, welcome to Fayetteville State University (FSU). As a new State/University employee you will also have access to many benefits, both mandatory and voluntary, available for your use. The Office of Human Resources (HR) Benefits Unit has provided valuable information concerning time sensitive benefits available to you upon your first day of employment (see below). All newly hired employees are encouraged to view or visit the provided links and videos to gain a greater understanding of the wide variety of benefits the State of North Carolina and FSU have to offer.

Click image below for a Benefits overview of: Health Plans, Prescription Drug, Dental, Vision, Flexible Spending Accounts, Cancer Insurance, Critical Illness, Group Term Life, Accident Insurance, Disability Plans,

2017 Benefits Overview

as well as Mandatory and Supplemental Retirement Plans)



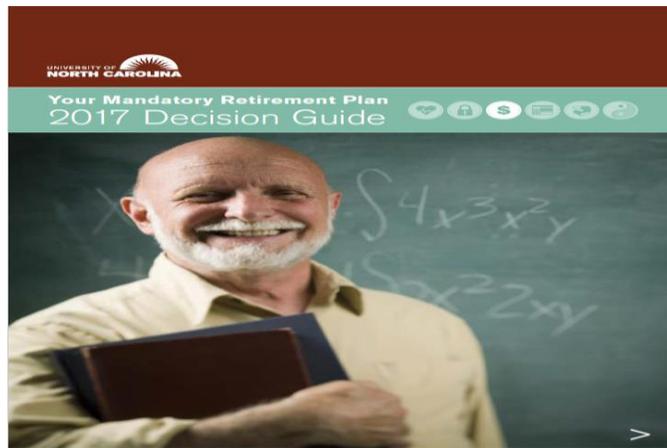
Mandatory Retirement

All regular, full time (non-temporary) State/University employees are required to enroll/participate in a core retirement plan ***within 60 days of date of hire***. Employees are provided a choice to participate in either the Teachers' and State Employees' Retirement System (TSERS) or the University of North Carolina Optional Retirement Program (ORP). Provided below are several resources to help you make a selection into one of these mandatory retirement plans.

- [Your Retirement, Your Choice Video](#)



- [Your Mandatory Retirement Plan: 2017 Decision Guide](#)



- [Retirement Plan Comparison Tool](#)



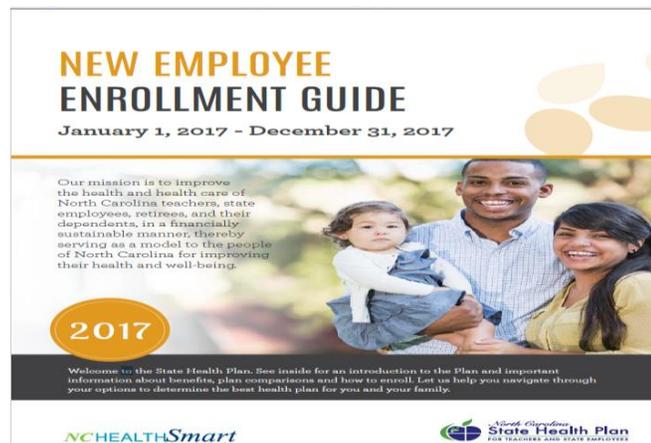
Health and Supplemental Health

All regular, full time (non-temporary) State/University employees are eligible to enroll/participate in a health and/or supplemental health plan. Participation in the health and/or supplemental health plans is voluntary, but must be completed **within 30 days of date of hire**. Provided below are several resources to help with making the best choice of health plans and/or various other supplemental health plans designed to meet you and/or your family's health needs. (**Note:** All State Health and Supplemental Health plan enrollments are completed online. An enrollment link and step-by-step instruction guide will be provided to you by the HR Benefits Unit the Monday following your hire date.)

NC STATE HEALTH PLAN (Health/Medical Insurance)



- [NC State Health Plan 2017 Benefit Information](#)



- [NC State Health Plan Calculator](#)



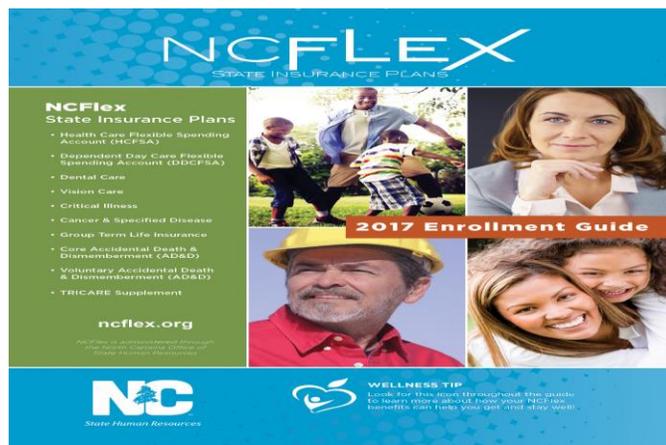
NCFLEX BENEFIT PLANS

(Supplemental Health Plans: Health Care Spending Account, Dependent Day Care Flexible Spending Account, Dental Insurance, Vision Care Insurance, Critical Illness Insurance, Cancer Insurance, Accidental Death & Dismemberment Insurance (Core and Voluntary), Group Term Life Insurance)



(Click image above, then click "Play All" to view all Flex Benefit videos)

- **NC FLEX Enrollment Guide**



Other Benefits

Additionally, as an FSU employee you have various after-tax based benefits and savings programs available for your use as well. Detailed information on other benefits information can be found on the [FSU HR Benefits](#) website, as well as through an “FSU New Hire: Starting Benefits Reminder” email coming to you the week following your date of hire.

As you can see, there are many wonderful benefits available to you. Again, make use of all resources provided to you to make the best choice for your retirement and health care needs.

DEADLINE REMINDERS:

- Deadline for completing State Health and NC Flex Supplemental Health Plans is 30 days from date of hire.
- Deadline for selecting your Core Mandatory Retirement Plan is 60 days from date of hire.
- Depending on your enrollment submission, double or triple deductions may be applied.

NOTE: Part-Time employees working less than 30 hours per week, are eligible for the High Deductible Health Plan, as well as various other voluntary supplemental benefit plans paid fully by the employee. Part-time employees who are eligible for benefits may contact the HR-Benefits Unit for more benefit information.