West Virginia University Research Corporation

Optional Benefits Overview

Employees of the West Virginia University Research Corporation have access to numerous benefits which include group health and insurance plans through multiple vendors including the organization’s membership in the West Virginia High Technology Consortium. These benefits include

1) Medical
2) Prescription Drug
3) Dental
4) Vision
5) TIAA-CREF
6) Group Life and AD&D
7) Short and Long Term Disability
8) Voluntary Life Insurance
9) Dependent Care FSA

Medical insurance is provided through the WVHTC SuperBlue Plus High Option B plan, Option 2B (80/20) plan, and the Option 6B plan from Highmark Blue Cross Blue Shield. The High Option B Plan has a $200 individual deductible, Option 2B plan has a $250 individual deductible, and the Option 6B has a $5,000 individual deductible. All plans include preventative and physician services, in-and-outpatient facility services, home care services, durable medical equipment, and prescription drugs.

In addition, the WVURC participates in the Lincoln Financial Group comprehensive network dental plan through the WVHTC. This plan has a $50 individual deductible, and includes preventive, basic, major and orthodontia coverages for participating employees. WVURC also participates in the Lincoln VisionConnect plan which allows employees to select from thousands of network specialists and save on a wide range of services including routine eye exams, glasses, contact fittings and lenses.

The West Virginia University Research Corporation has established a 403(b) Defined Contribution Retirement Plan with TIAA-CREF for its employees. Benefits are based solely on the amount of plan contributions to the participant’s accumulation account and earnings, if any. Full-time employees are required to contribute 3% of their earnings to the group retirement plan, which is matched by the WVURC. Employees have the option of contributing an additional 1-3% of their earnings to the plan, which is also matched by the WVURC. Employees have the potential to have the equivalent of 12% of their earnings invested into this plan. In addition, and within regulatory parameters, WVURC employees may voluntarily contribute additional monies toward their retirement into a supplemental retirement accounts.

The West Virginia University Research Corporation also provides, at no cost to its eligible employees, short- and long-term disability, life, and accidental death and dismemberment insurances. This plan is brought to you through Lincoln Financial Group. WVURC also provides voluntary life through Lincoln Financial as a way to have more life insurance coverage for yourself, spouse, and dependents.
WVURC now offers a Dependent Care Flexible Spending Account though the Health Plan, which allows employees to use pretax dollars to pay for eligible expenses related to care for a child, disabled spouse, elderly parent, or other dependent who is physically or mentally incapable to self-care.

More information is available on the UltiPro website or by contacting the Benefits & Training Coordinator with RC Human Resources Department.