New Mexico Tech Employee Benefit Package

The following benefits are either paid for in full or supplemented by New Mexico Tech. Employee Benefits not listed below include FICA, Medicare, Workers Compensation and Unemployment Taxes. In addition to those, a rich package of benefits offered to regular employees includes:

Health Insurance, Dental, and Vision – Regardless of Plan Selection

<table>
<thead>
<tr>
<th>Annual Salary</th>
<th>New Mexico Tech Contribution</th>
<th>Employee Pays</th>
</tr>
</thead>
<tbody>
<tr>
<td>$15,000-19,999.</td>
<td>80%</td>
<td>20%</td>
</tr>
<tr>
<td>20,000-24,999.</td>
<td>70%</td>
<td>30%</td>
</tr>
<tr>
<td>$25,000 and up</td>
<td>60%</td>
<td>40%</td>
</tr>
</tbody>
</table>

Life Insurance

$10,000, paid fully by New Mexico Tech
Supplemental/Voluntary Life is elected and paid by Employee

New Mexico Educational Retirement Board (ERB)

| Member Rate | New Mexico Tech Rate
<table>
<thead>
<tr>
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<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>7.9%</td>
<td>14.15%</td>
</tr>
<tr>
<td>10.9%</td>
<td>14.15%</td>
</tr>
</tbody>
</table>

Employees earning less than $24,000. annually
Employees earning greater than $24,000. annually

403(b) Tax Deferred Plans

- Fidelity Investment Retirement Services
- TIAA Cref
- Valic
- Nationwide Retirement Solutions

EMPLOYEE LEAVES

Annual Leave Accrual

Professional Staff 6.46 hours per pay period = 21 days per year
Support Staff .05769 hours per pay period = 15 days per year

Sick Leave Accrual

Professional Staff 4.62 hours per pay period = 15 days per year
Support .05769 hours per pay period = 15 days per year

Personal Leave

All Regular Full Time Employees 8 hours per calendar year – leave is prorated by FTE

Other Leaves

Emergency and Funeral Leave are given on a cases by case basis

Employees may also take advantage of Tuition Waivers for NMT courses, Employee Assistance Program, Gym Privileges, Skeen Library, Day Care Center, Swimming Pool, PAS, and Golf Course at either no cost or reduced rates.