

**AMENDMENT TO EMPLOYMENT AGREEMENT  
BETWEEN  
THE BOARD OF TRUSTEES FOR THE UNIVERSITY OF TOLEDO  
AND  
DR. GREGORY POSTEL**

**THIS AMENDMENT** (“Amendment”) is effective the 21st day of September 2020 (the “Effective Date”), between the Board of Trustees of The University of Toledo (the “Board”) and Gregory Postel, M.D. (“Dr. Postel”).

**WITNESSETH**

**WHEREAS**, the parties entered into that certain Employment Agreement dated July 20, 2020 (the “Agreement”);

**WHEREAS**, the parties desire to amend the Agreement to extend its term; and

**NOW, THEREFORE**, in consideration of the mutual covenants and agreements contained herein and for other good and valuable consideration, the receipt and sufficiency of which is acknowledged by the parties hereto, the Board and Dr. Postel agree as follows:

1. Article 2.1 in the Agreement is deleted in its entirety and the following substituted in its place:

“Dr. Postel’s employment with the University under the provisions of this Agreement shall be for a term commencing on the Effective Date and Terminating at the close of business on December 31, 2022, subject, however to termination as provided for in this Agreement. Dr. Postel’s employment may be as Interim President or as Special Advisor to the Board if the University selects a permanent President during the Term of this Agreement. Any extension of the term of this Agreement may be reflected in a duly authorized action of the Board which designates the time period of such extension.”

2. Except as provided in this Amendment, the terms of the Agreement shall remain in full force and effect.


**SIGNATURE PAGE FOLLOWS**

IN WITNESS WHEREOF, the parties hereto have caused this Amendment to be executed as of the date first written above.

THE UNIVERSITY OF TOLEDO

DR. GREGORY POSTEL, M.D.

By: 

By: 

Title: Chair, Board of Trustees\*

Title: Interim President

\*See attached document granting approval to use an e-signature.

EMPLOYMENT AGREEMENT  
BETWEEN  
THE BOARD OF TRUSTEES FOR THE UNIVERSITY OF TOLEDO  
AND  
DR. GREGORY POSTEL

This Employment Agreement (“Agreement”) is entered into this 20 day of July, 2020, to be effective as of June 17, 2020 (the “Effective Date”), between the Board of Trustees of The University of Toledo (the “Board”) and Gregory Postel, M.D. (“Dr. Postel”).

1.0 Appointment

1.1 Appointment as Special Advisor and Interim President

As of the Effective Date, the Board appointed Dr. Postel as a Special Advisor to the Board to assist in the transition from the tenure of the current President of The University of Toledo (the “University”), Sharon L. Gaber, Ph.D. (“Dr. Gaber”), to the tenure of Dr. Gaber’s ultimate successor. It is the intention of the Board that Dr. Postel will remain in the capacity of a Special Advisor to the Board until such time as Dr. Gaber voluntarily resigns her position as President of the University. Upon Dr. Gaber’s departure and the conclusion of her presidency, without further action, Dr. Postel shall be appointed the Interim President of the University, to serve as the chief executive officer of the University under policies of the Board and all applicable law. Dr. Postel hereby accepts and agrees to serve as a Special Advisor to the Board and, upon the voluntary resignation of Dr. Gaber, as the Interim President of the University.

1.2 Duties and Responsibilities of Special Advisor and Interim President

Dr. Postel agrees to at all times faithfully, industriously, and with the best of his experience, ability and talent, perform all the duties required by law, by this Agreement and in accordance with the Board’s official policies, and by custom and practice to be performed, initially, as a Special Advisor to the Board and, upon Dr. Gaber’s voluntary resignation, as the Interim President of the University. As a Special Advisor to the Board, Dr. Postel shall have the duties and responsibilities required of him, from time to time, by the Board, but during such time as he serves in such capacity, Dr. Postel shall have none of the powers or authority of the President of the University. Upon his appointment as Interim President of the University, at the time and in the manner described in Section 1.1, Dr. Postel shall perform all of the duties of a university president, including, but not limited to the following:

- 1.2.1 Providing institutional, faculty and educational leadership;
- 1.2.2 Providing leadership in connection with the administration and affairs of the University as best serves the University consistent with Board policy;
- 1.2.3 Providing leadership in connection with fundraising and development of

public and alumni relations;

- 1.2.4 Providing leadership in connection with long-range and strategic planning;
- 1.2.5 Providing leadership in connection with budget formulation and responsible financial oversight, including, but not limited to, the University's hospital, physician groups and College of Medicine and Life Sciences;
- 1.2.6 Providing supervision and stewardship of all University property, buildings, grounds and equipment controlled by University;
- 1.2.7 Providing leadership in connection with student engagement, recruitment, retention and services;
- 1.2.8 Providing leadership regarding faculty engagement, recruitment and retention;
- 1.2.9 Providing leadership regarding appointing, supervising, leading, promoting and dismissing University employees in accordance with applicable law and Board policies;
- 1.2.10 Recommending policies, rules and procedures useful for the best interest of the University; and
- 1.2.11 Performing other duties consistent with The University's mission as requested by the Board.

### 1.3 Dedication of Time

Dr. Postel will devote substantially all of his time and attention to his position as Special Advisor to the Board and as Interim President of the University. However, it is understood by the parties that certain outside activities engaged in by Dr. Postel will advance and enhance the image of the University. Therefore, the expenditure of reasonable time for personal, charitable and professional outside development activities shall not be deemed a breach of this Agreement, provided such activities do not interfere with the services required to be rendered to the Board under the provisions of this Agreement. Dr. Postel shall report to the Board periodically on such personal, outside business, or charitable or professional activities in which he has been involved. In no event shall Dr. Postel engage in any outside activity that is adverse to the interest or the image of the University.

## 2.0 Term of Appointment and Evaluation

### 2.1 Term

Dr. Postel's employment with the University under the provisions of this Agreement shall be for a term commencing on the Effective Date and terminating

at the close of business on June 16, 2021, subject, however, to termination as provided for in this Agreement. In the sole discretion of the Board, the term of this Agreement may be extended for a period of time up to the close of business on December 31, 2021. Any extension of the term of this Agreement may be reflected in a duly authorized action of the Board which designates the time period of such extension.

## 2.2 Evaluation

During the term of this Agreement, the Board will meet with Dr. Postel to evaluate and discuss his performance and to set goals and objectives for the University and Dr. Postel. Dr. Postel's performance will be evaluated by the Board on the basis of these goals and objectives and other pertinent criteria. At the Board's discretion, the review may be comprehensive or summary. To facilitate the Board's performance reviews, Dr. Postel shall furnish oral and written reports as may be requested by the Board.

## 3.0 Compensation and Benefits

### 3.1 Annual Salary

For all services rendered during the term of this Agreement, the University shall pay Dr. Postel a base salary at the annual rate of Five Hundred Thousand Dollars (\$500,000), payable in accordance with the University's payroll procedures (biweekly basis, less any legally authorized deductions, including deductions for local, state and federal taxes and employee benefits).

### 3.2 Performance Incentive

During the term of this Agreement, the Board may, in its sole discretion, award to Dr. Postel performance incentive compensation based upon his attainment of written goals and objectives established by the Board within sixty (60) days after the Effective Date and agreed to in writing by Dr. Postel and the Board. Dr. Postel shall be eligible to receive up to 20% of his base salary pursuant to this Section 3.2.

### 3.3 Employee Benefits

#### 3.3.1 Vacation

Dr. Postel shall be entitled to twenty-five (25) days of paid vacation per year, subject to the terms and conditions set forth in University policies.

#### 3.3.2 General Employee Benefits

Dr. Postel shall also receive and participate in all other benefits that are available to administrative employees of the University in accordance with University policies and procedures. As of the Effective Date, such benefits include those set forth on **Attachment A** to this Agreement,

which may be amended or enhanced in accordance with University policies and procedures.

3.4 Automobile

To further the interests of the University, during the term of this Agreement, Dr. Postel shall be entitled to the use of a new automobile provided by the University which shall be manufactured by a company headquartered in the United States. The fuel, maintenance, leasing, operating, insurance, and other reasonable costs associated with this vehicle will be paid by the University in accordance with University policies and procedures.

3.5 Professional Dues and Meetings

During the term of this Agreement, the University will provide and pay for reasonable expenses incurred by Dr. Postel to attend educational conferences, conventions, courses, seminars, and other similar professional growth activities, including membership in professional organizations. Dr. Postel shall not be provided membership in any organization that engages in discriminatory practices in violation of state or federal law.

3.6 Entertainment and Travel Expense

3.6.1 The reasonable costs of all official entertainment and official travel by Dr. Postel will be reimbursed or paid by the University within parameters approved by the Board each year in the University's budget. All travel and entertainment expenses are subject to budget allowances approved by the Board and such expenses incurred are to be reimbursed consistent with the travel and reimbursement policies of the Board and the University.

3.6.2 Dr. Postel agrees to maintain and furnish to the University an accounting of expenses provided for in this Agreement in reasonable detail on a quarterly basis.

3.7 Memberships

3.7.1 To further the interests of the University, Dr. Postel shall be permitted memberships with The Toledo Club and Inverness Country Club.

3.7.2 During the term of this Agreement, the University will reimburse Dr. Postel for all membership costs in such clubs and will also reimburse Dr. Postel for all reasonable social expenses that he incurs at these clubs which are related to University business, subject to applicable federal, state and local tax laws. All reimbursements required under this Section 3.7.2 will be made in accordance with applicable University policies.

### 3.8 Housing

- 3.8.1 As a condition of employment, for the time period beginning as soon as convenient after the Effective Date and ending on the last day of the term of this Agreement, Dr. Postel agrees to live in, and the Board agrees that the University will provide, maintain in good repair, and pay for utilities and telephone service for a suitable residence selected by the Board. The University shall also provide for maintenance of the grounds.
- 3.8.2 It is understood by the parties that to carry out various duties and responsibilities of the Interim President of the University, Dr. Postel shall from time to time entertain visiting dignitaries and community leaders, hold receptions, meetings, fund raising or otherwise host a variety of events for mixed business and social purposes benefiting the interests of the University. In such instances, cooking, catering, and/or housekeeping services will be provided and/or paid by the University.
- 3.8.3 The treatment of housing provided by the University pursuant to the provisions of Sections 3.8.1 and 3.8.2 for federal, state and local income tax purposes will be determined by the University in consultation with its legal and accounting professionals. Dr. Postel agrees to file his applicable income tax returns in accordance with the University's determination.

### 3.9 Working Facilities

During the term of this Agreement, Dr. Postel will be furnished with a private office, secretarial assistance, and such other facilities and services suitable to the position and adequate for the performance of the duties of a Special Advisor and Interim President. Further, the Board recognizes that Dr. Postel will perform many official University duties in his residence and agrees to furnish an office at Dr. Postel's residence, which will contain customary office furnishings and equipment, such as a personal computer, fax machine, telephone, file cabinet, desk, desk chair, etc. Such furnishings and equipment shall at all times remain the property of the University. Housekeeping services will be provided or paid for by the University.

### 3.10 Faculty Position

As soon as administratively feasible following the Effective Date, in compliance with the policies and procedures of the University's College of Medicine and Life Sciences and any applicable Medical Staff bylaws, rules, regulations and applicable policies, Dr. Postel shall be appointed as a full Professor in the Department of Radiology. Dr. Postel shall retain such appointment through the end of the term of this Agreement and shall be considered for Emeritus status after the end of the term of this Agreement.

#### 4.0 Termination of Employment

##### 4.1 Termination for Cause

The parties agree that the Board may terminate this Agreement and Dr. Postel's employment at any time for "Cause," which shall mean the following:

- 4.1.1 Any conduct of Dr. Postel that constitutes moral turpitude, or that would tend to bring public disrespect, contempt or ridicule upon the University;
- 4.1.2 A deliberate or serious violation of any material law, rule, regulation, constitutional provision, or bylaw of the University, or local, state, or federal law, which, in the reasonable judgment of the Board, reflects materially and adversely upon the University;
- 4.1.3 Any act of dishonesty, immoral conduct, incompetence, insubordination, neglect of duty or conduct which materially and adversely discredits the University;
- 4.1.4 Prolonged absence from duty not to exceed thirty (30) days without the University's consent except such absence as is attributable to illness or disability made known to the Board;
- 4.1.5 The appointment of a conservator for the University by the Governor of the State of Ohio pursuant to the provisions of Sections 3345.74 and 3345.75 of the Ohio Revised Code (or any successor provisions thereof) during the term of this Agreement;
- 4.1.6 Any other material violation by Dr. Postel of the duties set forth in this Agreement or refusal or unwillingness to perform such duties in good faith and to the best of Dr. Postel's abilities; provided such nonperformance or violation is not remedied after thirty (30) days written notice; or
- 4.1.7 Dr. Postel's voluntary termination of this Agreement and his employment without providing ninety (90) days' advance written notice, as required under Section 4.4 or Dr. Postel's announcement of his intent to voluntarily resign, which resignation has an effective date that is earlier than the last day of the ninety (90) days' required notice period.

If the University terminates this Agreement and Dr. Postel's employment for Cause, Dr. Postel will be entitled to receive, within thirty (30) days following his termination of employment, the following payments and benefits:

- 4.1.8 Any salary that is accrued but unpaid and any business expenses that are unreimbursed - all, as of the date of termination of employment; and



4.1.9 Any rights and benefits (if any) provided under plans and programs of the University, determined in accordance with the applicable terms and provisions of such plans and programs; provided, however, notwithstanding any provision of the University's plan, program or policy governing accrued vacation, Dr. Postel will forfeit and not be entitled to the payment for any vacation days accrued as of the date of termination of employment (the payments described in Sections 4.1.8 and 4.1.9 are hereinafter collectively referred to as the "Accrued Obligations").

#### 4.2 Termination for Death or Disability

Regardless of any other provision of this Agreement, this Agreement and Dr. Postel's employment will terminate automatically if Dr. Postel dies or, due to accident, mental or physical illness, or for any other reason, becomes totally disabled, or totally incapacitated or otherwise incapable of carrying out the duties as Interim President, as determined by the Board in its sole discretion, provided such decision is not arbitrary or capricious. Upon the termination of Dr. Postel's employment due to disability, he will be entitled to receive, within thirty (30) days following such termination, the Accrued Obligations, plus payment for any vacation days accrued as of the date of termination of employment. Upon the termination of Dr. Postel's employment due to his death, the Accrued Obligations, plus payment for any vacation days accrued as of the date of his death, will be paid within thirty (30) days following the date of death, as follows: Dr. Postel may designate one or more primary beneficiaries or alternative beneficiaries to receive all or a specified part of such amounts after his death and Dr. Postel may change or revoke any such designation from time to time. If Dr. Postel fails to designate a beneficiary, or revokes a beneficiary designation without naming another beneficiary, or designates one or more beneficiaries none of whom survives Dr. Postel, for all or any portion of such amounts, such amounts or portion thereof will be payable to Dr. Postel's surviving spouse or, if Dr. Postel is not survived by a spouse, to the representative of his estate.

#### 4.3 Termination by the University Without Cause

In the event of termination of this Agreement and Dr. Postel's employment by the Board for any reason other than his death or disability or for Cause or by Dr. Postel voluntarily under Section 4.4, Dr. Postel will be entitled to receive the following:

4.3.1 Within thirty (30) days following termination of employment, the Accrued Obligations, plus payment for any vacation days accrued as of the date of termination of employment.

4.3.2 Continuation of his then current annual salary payable in accordance with the University's payroll procedures over the then remainder of the term of this Agreement, which shall not include any extension of such term unless the Board has taken formal action to so extend the term of this Agreement.

4.3.3 Dr. Postel agrees to mitigate the University's obligations under this Agreement by making reasonable and diligent efforts to obtain other employment commensurate with Dr. Postel's training and experience. In the event that Dr. Postel obtains such new employment, the University's obligation to make payments under Section 4.3.2 of this Agreement will be reduced by the amount of Dr. Postel's salary and any "sign on" bonus or other type of compensation for the remaining period of payments. Dr. Postel will be required to report at least monthly on his search for employment to a University official specified by the Board.

4.4 Resignation of the Special Advisor and Interim President

Dr. Postel may terminate this Agreement and his employment with prior written notice to the Board of at least ninety (90) days. Failure to provide the requisite notice shall constitute a breach of this Agreement. Upon his voluntary termination of employment pursuant to and in compliance with this Section 4.4, Dr. Postel will be entitled to receive, within thirty (30) days following termination, payment of the Accrued Obligations, plus payment for any vacation days accrued as of the date of termination of employment.

4.5 Expiration of Term of Agreement

If the term of this Agreement expires and it is not extended by the University, Dr. Postel's employment as Special Advisor and Interim President of the University will terminate at the end of such term. Upon such termination of employment, Dr. Postel will be entitled to receive payment of the Accrued Obligations, plus payment for any vacation days accrued as of the end of the term of this Agreement, within thirty (30) days following his termination of employment.

5.0 Miscellaneous

5.1 Arbitration

Any controversy or claim arising out of, or relating to this Agreement, or the breach thereof, will be settled by arbitration in Toledo, Ohio in accordance with the Commercial Rules of the American Arbitration Association before one arbitrator, and judgment upon the award rendered by the arbitrator may be entered in any court having jurisdiction thereof. Each party will bear its own costs of arbitration, except that the parties will share the cost of the arbitrator equally. The arbitrator, who shall not be a resident of Northwest Ohio, shall be selected from AAA's large, Complex, Commercial Case panel, and shall structure the arbitration so that the award is issued no later than six (6) months after the filing date of the arbitration. Unless otherwise required by applicable law, neither party nor the arbitrator may disclose the existence, contents, or results of anything related to the arbitration, including but not limited to pleadings, motions, briefs, depositions, hearings, or award without the prior written consent of both parties.

5.2 Entire Agreement

This Agreement contains the entire agreement concerning the employment arrangement between the parties and shall, as of the Effective Date, supersede all other agreements, if any, written or oral, between the parties. The parties stipulate that neither of them has made any representation with respect to the subject matter of this Agreement except such representations as are specifically set forth herein. Each of the parties acknowledges that it has relied on its own judgment in entering into this Agreement.

5.3 Governing Law and Forum Selection

This Agreement has been entered into by the parties in Toledo, Ohio. It is to be construed as a contract in accordance with the laws of the State of Ohio and its terms and conditions shall be subject to all applicable state and federal laws.

5.4 Waiver and Modification of Agreement

No waiver or modification of this Agreement or of any covenant, condition, or limitation herein shall be enforceable unless in writing and duly executed by both parties. Inaction or the failure of either party to insist upon strict performance of this Agreement shall not be construed as a waiver.

5.5 Acknowledgements

Dr. Postel acknowledges that he has read and understands this Agreement, that he has had the opportunity to have legal counsel review the Agreement, and that he has entered into same upon due consideration, and that the provisions herein are reasonable and enforceable. Further, Dr. Postel acknowledges, represents and warrants that (a) he is free to enter into this Agreement; and (b) he is not a party to nor bound by any agreement which does or might conflict with the performance of his obligations hereunder.

5.6 Severability

The terms of this Agreement are severable such that if any terms and conditions of this Agreement are declared by a court of competent jurisdiction to be invalid or unenforceable as a matter of law, the other terms and conditions hereof shall not be affected thereby and shall remain in full force and effect and will not fail of its essential purpose.

5.7 Assignment

This Agreement is not assignable but shall be binding upon the heirs, administrators, personal representatives, and successors of both parties.

5.8 Notices

All notices required or permitted to be given under this Agreement shall be in writing and shall be mailed, postage prepaid, by registered or certified mail or personally delivered with signed receipt of delivery made to the parties at the following address:

Chairman, Board of Trustees  
The University of Toledo  
2801 W. Bancroft Street  
Toledo, Ohio 43606

Dr. Gregory Postel, M.D.  
At the last address on file  
with the University

5.9 Public Disclosure of Agreement

Both parties agree and acknowledge that this agreement may be subject to the Ohio Public Records Law, Section 143.49 of the Ohio Revised Code, or such other successor provisions, and may, therefore, be subject to disclosure by and in the manner provided for by law.

5.10 Indemnification and Expenses

The University shall indemnify Dr. Postel, pursuant to its governing documents and in accordance with applicable law, during the term of this Agreement and thereafter with respect to any actions or inactions undertaken by him during the term of this Agreement. In addition, to the extent that the University requests that Dr. Postel assist in matters that arise after the term of this Agreement, but with respect to events occurring during the term of this Agreement, the University shall reimburse Dr. Postel for all reasonable expenses incurred by him in providing such assistance.

5.11 Internal Revenue Code Section 409A

5.11.1 This Agreement is intended, and shall be construed and interpreted, to comply with Section 409A of the Code and if necessary, any provision shall be held null and void to the extent such provision (or part thereof) fails to comply with Section 409A of the Code or the Treasury Regulations thereunder. For purposes of Section 409A of the Code, (a) any reference to the term "termination of employment" (or any form thereof) shall mean "separation from service" within the meaning of Section 409A of the Code and Treasury Regulations 31.409A-1(h); and (b) each payment of compensation under the Agreement shall be treated as a separate payment of compensation. Any amounts payable solely on account of an involuntary termination shall be excludible from the requirements of Section 409A of the Code, either as separation pay or as short-term deferrals to the maximum possible extent.

5.11.2 Notwithstanding anything in this Agreement to the contrary, any reimbursements or in-kind benefits provided under this Agreement shall


be made or provided in accordance with the requirements of Section 409A of the Code, including, while applicable, the requirements that (a) any reimbursement is for expenses incurred during the period of time specified in this Agreement, (b) the amount of expenses eligible for reimbursement, or in-kind benefits provided, during any taxable year of Dr. Postel may not affect the expenses eligible for reimbursement, or in-kind benefits to be provided, in any other taxable year of Dr. Postel, (c) the reimbursement of an eligible expense will be made no later than the last day of Dr. Postel's taxable year following the year in which the expense is incurred, and (d) the right to reimbursement or in-kind benefits is not subject to liquidation or exchange for another benefit.

5.12 Board Approval

This Agreement is subject to approval by the Board of Trustees of The University of Toledo.

IN WITNESS HEREOF, the parties have caused this Agreement to be signed by their authorized representatives on the day and year first written above.

**THE UNIVERSITY OF TOLEDO**

By:   
\_\_\_\_\_  
Alfred A. Baker, Chair, Board  
of Trustees

**SPECIAL ADVISOR AND INTERIM  
PRESIDENT**

  
\_\_\_\_\_  
Dr. Gregory Poste, M.D.

Approved by the Board of Trustees:  
July 20, 2020

July 20, 2020

Attachment A

<b>University of Toledo – Main Campus Benefits Overview OPERS-Eligible Administrative Staff (Effective July 1, 2020)</b>	
<b>Medical</b>	Choice of three medical/rx drug plans (effective on date of hire). 1. <b>Bronze PPO Plan</b> – FrontPath / Cerpax Rx 2. <b>Silver PPO Plan</b> – Paramount / Cerpax Rx 3. <b>Blue HDHP</b> – Paramount with an Health Savings Account ** / Cerpax Rx ** Employer contribution: \$500 single / \$750 single +1 / \$1,000 family, or Employer contribution w/ HealthyU Participation: \$800 single / \$1,200 single +1 / \$1,600 family
<b>Dental</b>	Choice of two dental plans administered by Delta Dental (effective date of hire). 1. <b>Gold Plan</b> 2. <b>Blue Plan</b>
<b>Vision</b>	Choice of two vision plans administered by Vision Service Plan (effective date of hire). 1. <b>Gold Plan</b> 2. <b>Blue Plan</b>
<b>Flexible Spending Accounts (FSA)</b>	Medical & Dependent Care FSAs (effective date of hire). <ul style="list-style-type: none"> <li>• Must be used by March 31<sup>st</sup> of the following year or previous year's balance as of December 31<sup>st</sup> will be forfeited.</li> <li>• Subject to respective IRS annual contribution limits.</li> </ul>
<b>Retirement Plans</b>	Effective date of hire with minimum 5-year vesting schedule dependent on plan option: 1. <b>Ohio Public Employer's Retirement System (OPERS)</b> – Staff (minimum 5-year vesting) <ul style="list-style-type: none"> <li>• Three options to select from: 1) Traditional, 2), Member-Directed, 3) Combined.</li> <li>• Employee contribution = 10% / Employer contribution = 14%.</li> </ul> 2. <b>Alternative Retirement Plan / 401(a)</b> <ul style="list-style-type: none"> <li>• Employee must select within 120 days of eligibility (immediate vesting).</li> <li>• Employee contribution = 10% / Employer contribution = 14% (11.56% - Plan / 2.44% - OPERS)</li> <li>• <b>Four Vendors:</b> TIAA, VOYA, Fidelity, AIG</li> </ul>
<b>403(b) / 457 Plans</b>	Voluntary tax-deferred programs (eligible date of hire). <ul style="list-style-type: none"> <li>• <b>Subject to Annual Limits:</b> 2020 = \$19,500 under age 50 / \$26,000 Age 50 and over.</li> <li>• <b>Four Vendors:</b> TIAA, VOYA, Fidelity, AIG</li> </ul>
<b>Basic Term Life and AD&amp;D</b>	Basic Term Life is 2.05 times annual base salary, maximum \$350,000 (effective date of hire).
<b>Voluntary Life</b>	Eligible to purchase additional life for self, spouse and/or eligible children effective date of hire. 1. <b>Self</b> = Maximum \$150,000 2. <b>Spouse/Dependent</b> coverage available.
<b>Long Term Disability</b>	Seventy percent (70%) salary continuation/\$5,000 maximum per month (effective date of hire).
<b>Employee Wellness</b>	"Healthy U" is a voluntary program open to all University of Toledo employees. This program's focus is on mental and physical well-being. Programming can also be customized to meet individual health status.
<b>Tuition Waiver (Undergraduate Only)</b>	1. <b>Employee</b> - eligible date of hire. 2. <b>Eligible spouse, domestic partner, or dependents</b> - eligible after one year of service.
<b>Vacation/Sick Leave</b>	Accrued each pay period (26 pay periods).
<b>Employee Assistance Program</b>	University of Toledo offers confidential support to employees and their household members, dependents living away from home, and parents & parents-in-laws.