



# Other Benefits

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Administered by  
Northwestern's Human Resources  
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# Health Care Flexible Spending Account (FSA)\*

You can save money when you use tax-free dollars from a Health Care Flexible Spending Account (Health Care FSA) to pay eligible health care expenses incurred by you, your spouse or your dependent child(ren). Note: You do not need to be enrolled in a Northwestern-sponsored medical plan to participate in a Health Care FSA.

## Dependent Care FSA or Grant\*

If you are a non-NRSA postdoc on the University payroll, you are eligible for a dependent care FSA via PayFlex with a University match up to \$4,000.

If you are an NRSA or other direct postdoc, tax restrictions prevent the University from offering you pre-tax deductions. Instead, you are eligible for a dependent care grant from the University (up to \$4,000) subject to the same parameters laid out in the Dependent Care FSA description.

*\*Gallagher does not administer these benefits, or the "Other Benefits" on the following slide. Please contact NU Human Resources for more information.*

# Other Benefits\*

If you are considered a University-employed postdoc, meaning you are paid a salary (not a stipend) by the University or from a PI's grant, you qualify for these benefits. Postdocs funded by NRSA grants and other fellowships should check with the NIH or their funding agency for relevant guidelines.

## New: LegalEASE (for Employee Postdocs only)

LegalEASE offers a legal insurance plan that provides support and protection for personal legal issues, including:

- Home and consumer (Buying, selling, foreclosure and tenant disputes)
- Financial (Debt collection, collections, contracts)
- Auto and traffic (Traffic matters and license suspensions)
- Family (Adoption, divorce, name change)
- Estate planning and wills (Will, living will, health care power of attorney)

Benefits are designed to meet the typical needs of a employees and their family. There are no deductibles for covered services. Benefits cover the attorney's time. Other costs such as filing fees or court costs are not covered. Listed on the [LegalEASE website](#) are the types of matters that are covered by the LegalEASE benefits plan.

Enrollment for LegalEASE is done through the myHR portal during Open Enrollment.

## Retirement 403(b)

Employee postdocs, with a primary job code of 100006 or 100118, are eligible for Northwestern's Voluntary Savings Plan and Retirement Plan.

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## Tuition Benefits

Full-time employee postdocs, with a primary job code of 100006 or 100118, are eligible for Northwestern's tuition benefits.

## Paid Time Off Benefits

Employee postdocs, with a primary job code of 100006 or 100118, are eligible for vacation, holiday, personal floating holiday, and sick time, as well as Winter Recess.

## Commuter Transit

Employee postdocs, with a primary job code of 100006 or 100118, are eligible for pre-tax commuter benefits.

## Pet Insurance (available to all postdocs)

Northwestern is excited to introduce pet insurance for your dogs and cats! Now more than ever, pets are playing a significant role in our lives and it's even more important to keep them safe and healthy. Help protect you and your furry family members against unplanned vet expenses for covered accidents or illnesses with MetLife Pet Insurance. To enroll, contact MetLife directly at 800 GET-MET8.

## PerkSpot: Life's Better with a Discount!

Northwestern has partnered with PerkSpot to offer faculty and staff and their family members discounts from 900+ merchants nationwide. When you register with PerkSpot you can access discounts and exclusive offers on a wide range of goods and services, including:

- \* Buying a new car – from Ford, Lincoln, Nissan, Infinity and Volkswagen
- \* Cell phone discounts – from AT&T, Sprint and Verizon
- \* Computer discounts – on Dell, Hewlett Packard and CDW products
- \* Gifts – including Fannie Mae candy and For You Flowers
- \* Movie tickets – at AMC
- \* Chicago sports tickets – for the Bulls and White Sox
- \* Fitness discounts – at GlobalFit, FFC and East Bank Club
- \* Real estate and moving discounts

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