INDIANA UNIVERSITY SOUTH BEND
HUMAN RESOURCES NEWS

40 YEARS OF SERVICE
KAREN WHITE

35 YEARS OF SERVICE
DANIEL SPRUNGER

30 YEARS OF SERVICE
CONSTANCE FOX

25 YEARS OF SERVICE
ADA DOUGLAS-PLUMMER

20 YEARS OF SERVICE

15 YEARS OF SERVICE

10 YEARS OF SERVICE

5 YEARS OF SERVICE

For a complete list of service award recipients please see page 4.
Winners of the Biweekly Staff Council Unsung Hero Award and the Pro Staff Council
Spirit Award are on page 4.
# JUNE ANNIVERSARIES

<table>
<thead>
<tr>
<th>NAME</th>
<th>YRS.</th>
<th>NAME</th>
<th>YRS.</th>
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<tbody>
<tr>
<td>Scott Cooper</td>
<td>1</td>
<td>Delano Jackson</td>
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<tr>
<td>Kari Andert</td>
<td>2</td>
<td>Ginny Jones</td>
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<tr>
<td>Scott Strittmatter</td>
<td>2</td>
<td>Maureen Muldoon</td>
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<tr>
<td>Aimee Nicks</td>
<td>3</td>
<td>Timothy McNeely</td>
<td>13</td>
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<td>Charles McCallister</td>
<td>4</td>
<td>Adrian Esselstrom</td>
<td>15</td>
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<tr>
<td>Amanda Horter</td>
<td>5</td>
<td>Jessie Onderdonk</td>
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<td>Jonathan Jones</td>
<td>5</td>
<td>Jeff Johnston</td>
<td>21</td>
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<td>Lori White</td>
<td>5</td>
<td>Louann Racz</td>
<td>23</td>
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<td>Dan Cox</td>
<td>6</td>
<td>Constance Fox</td>
<td>30</td>
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<td>Kim Moore</td>
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<tr>
<td>Tamika Johnson</td>
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## IUSB CAMPUS One-on-One Retirement Planning Counseling

University Human Resources – Retirement Program Services Visits

<table>
<thead>
<tr>
<th>Date</th>
<th>Building or Room</th>
<th>Times</th>
</tr>
</thead>
<tbody>
<tr>
<td>August 6</td>
<td>Admin Bldg, Room 243C</td>
<td>9:00 a.m. – 3:00 p.m.</td>
</tr>
<tr>
<td>October 30</td>
<td>Admin Bldg, Room 243C</td>
<td>9:00 a.m. – 3:00 p.m.</td>
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</table>

To schedule an appointment email retplans@iu.edu or call 812-856-5191
*Phone meetings may also be scheduled on any day or time*

## TIAA-CREF Visits

<table>
<thead>
<tr>
<th>Date</th>
<th>Building or Room</th>
<th>Times</th>
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<tbody>
<tr>
<td>June 26</td>
<td>Admin Bldg, Room 243C</td>
<td>9:00 a.m. – 4:00 p.m.</td>
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<tr>
<td>August 27</td>
<td>Admin Bldg, Room 243C</td>
<td>9:00 a.m. – 4:00 p.m.</td>
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<tr>
<td>August 28</td>
<td>Admin Bldg, Room 243C</td>
<td>9:00 a.m. – 4:00 p.m.</td>
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<tr>
<td>October 23</td>
<td>Admin Bldg, Room 243C</td>
<td>9:00 a.m. – 4:00 p.m.</td>
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<td>December 18</td>
<td>Admin Bldg, Room 243C</td>
<td>9:00 a.m. – 4:00 p.m.</td>
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Please visit http://www1.tiaa-cref.org/tcm/indiana/index.htm or call 800-732-8353

## Fidelity Visits

<table>
<thead>
<tr>
<th>Date</th>
<th>Building or Room</th>
<th>Times</th>
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<tr>
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<td>Admin Bldg, Room 243C</td>
<td>9:00 a.m. – 4:00 p.m.</td>
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<tr>
<td>October 29</td>
<td>Admin Bldg, Room 243C</td>
<td>9:00 a.m. – 4:00 p.m.</td>
</tr>
<tr>
<td>December 10</td>
<td>Admin Bldg, Room 243C</td>
<td>9:00 a.m. – 4:00 p.m.</td>
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</table>

Please visit http://plan.fidelity.com/indiana
Or call 800-642-7131
Indiana University's Long Term Disability Plan is an income protection plan for covered employees who become disabled due to an illness or accident. All Indiana University full-time appointed employees are eligible for the Long Term Disability Plan. Initiation of Plan participation must be made within 30 days after becoming an eligible employee, by submitting the appropriate paperwork to the campus Human Resources Office. Application for enrollment or change in coverage option after the first 30 days of eligibility must be accompanied by a Medical History Statement.

**COVERAGE PERIOD**
- Coverage begins when an eligible employee has completed the appropriate paperwork to the campus Human Resources Office within the first 30 days of eligibility; or
- If after the first 30 days, upon the approval date after review of the employee's Medical History Statement by Standard Insurance Company.
- Long Term Disability Insurance will not begin, even after applications have been submitted for an eligible employee, until the first day the employee is Actively At Work.
- Coverage under the LTD Plan continues as long as the eligible employee continues to have premium payments made directly from salary.
- If an employee ceases to be eligible for coverage under the Indiana University Long Term Disability Plan, insurance under a conversion policy may be available.

- Pays a regular income when an enrolled employee is totally disabled and cannot work.
- Replaces up to 60 percent of salary, to a maximum of $10,000 per month, less Social Security, Worker’s Compensation, or similar benefits.
- Pays benefits as long as total disability continues, until age 65 (or to a later age if disability occurs after age 60).
- Allows the eligible participant to choose if benefits will begin after three months (90 days) or after six months (180 days) of disability.
- Offers an optional Retirement Protection Benefit (Annuity Contribution Benefit)--which pays to a retirement annuity fund--contributions equal to 10 percent of the covered employee's base salary. For enrollees prior to July 1, 1999, this benefit provision equals 12 percent of base salary.
- Provides a 3 percent annual Cost of Living Adjustment increase in benefits after receiving benefit payments for the required period of time.
- An Assisted Living Benefit provides extra income replacement for severely disabled individuals.
- Pays a survivor benefit of 3 times the monthly benefit without reductions, as long as the participant had a continuous disability for 180 days.
- Provides benefits for Mental Illnesses, for up to 24 months.

**Contributions:**
- The total premium for LTD coverage is paid by the employee.
- The cost for this disability insurance varies with the enrollee's age, salary, and selected option
  - Option A - 180 day waiting period
  - Option B - 90 day waiting period
  - Option C - 180 day waiting period with the Annuity Contribution Benefit
  - Option D - 90 day waiting period with the Annuity Contribution Benefit
- Annuity Contribution Benefit payments begin on April 1st if you have been disabled for the preceding 24 months. A lump sum payment equal to 24 months of annuity contribution benefit will be directly credited to retirement annuity and monthly payments will continue while receiving LTD benefits, or until annuity contribution benefit funds are transferred or withdrawn.
- Premiums are automatically deducted from the employee's paycheck
- Premium rates are reviewed annually, and information about any changes is available from the campus Human Resources Office
STAFF APPRECIATION DAY SERVICE AWARDS

5 Years of Service
Susan Baker  Marisa Clingenpeel
Gary Demski  Anne Drake
Theresa Heffner  Jonathon Jones
Shaune Thompson  Lori White

10 Years of Service
Ken Baierl  Laurie Bergeson
Harry De Poy  Andrew Evans
Cynthia Gehring  John Harrington
Deborah Knabe  Pamela Mendenhall
Trisha Miller  Maureen Muldoon
Cynthia Murphy  Kevin Neese
William O’Donnell  Victoria Pontius
Michael Prater  Edward Summers
Thomas Westerhoff

15 Years of Service
Adrian Esselstrom  Joseph Haase
Teri Joy  Joanne Miller
Jessie Onderdonk  Adam Wable
Linda Young

20 Years of Service
Gary Browning  Cathy Feltes
Rebecca Hartman  Jean Metzger
Kathryn Piekarski  Jeffrey Stahl

25 Years of Service
Rosecedar Byrd  Ada Douglas-Plummer
Bryant Herron

30 Years of Service
Constance Fox  John Ratkiewicz

35 Years of Service
Daniel Sprunger

40 Years of Service
Karen White

Bi-weekly Staff Council Unsung Hero Award Winners: Karla Forsythe (pictured above with Michelle Hairston) and Rosalee Hamlin (pictured below with Michelle Hairston)

The 2014 Pro Staff Spirit Award Recipient
Mary Nurenberg

Congratulations!
Office of Human Resources

Mission

The Mission of the Human Resources Department is to treat each person as a valued customer while administering consistency in upholding University policies and benefit administration and in turn contributing positively to the success of Indiana University South Bend.