

**CURRENT SALARY AND BENEFIT CONTINUATION TERMS AND
REVISED RECOMMENDED ADDITIONAL SALARY AND BENEFIT TERMS**

**Existing provisions in the Severance Plan approved by the Executive Committee of the
EDS Board of Trustees January 28, 2009:**

Applies to full-time faculty, with or without tenure, and staff who are terminated by EDS, unless and until they obtain equivalent employment elsewhere

Excludes part-time employees and employees who resign, retire, desert their position, are terminated for cause, or who are offered another position at EDS or an affiliated institution with comparable compensation, duties, and terms of employment for which they are qualified and refuse to accept the position

Requires employees' execution of release of legal claims (and expiration of revocation period)

Salary continuation

Tenured faculty: twelve months' notice of termination or twelve months' continuation of salary

Nontenured faculty and staff:

<u>Length of service</u>	<u>Salary continuation for Grades A, B, and C</u>	<u>Salary continuation for Grades D, E, F, and G</u>
Fewer than 2 years	2 weeks	4 weeks
2 - 4 years	6 weeks	13 weeks
5 - 9 years	13 weeks	26 weeks
10 or more years	26 weeks	52 weeks

Health insurance

Continuation of EDS contribution to cost of health insurance during salary continuation period

Outplacement assistance

For staff, or two weeks salary, not to exceed \$2,000, if declined

Limited housing, moving, and retirement plan provisions as specified in Severance Plan

Additional benefits recommended to the Board of Trustees by the Finance Committee, with concurrence of the Executive Committee, with revision approved 9/9/2016

Same eligibility and conditions as Severance Plan, except as noted below.

Additional salary continuation

Tenured faculty: delete option of shortening salary continuation period through twelve months' prior notice of termination, and provide seven months of additional salary continuation, for a total of 19 months of salary continuation

Nontenured faculty and staff:

<u>Length of service</u>	<u>Additional salary continuation for Grades A, B, and C</u>	<u>Additional salary continuation for Grades D, E, F, and G</u>
Fewer than 4 years	3 months	3 months
5 - 9 years	5 months	5 months
10 or more years	7 months	7 months

Salary continuation is payable biweekly, except that employees may elect to receive lump sum payouts equal to up to three months of salary (minus their health benefit contribution for the period elected)

Health insurance

Continuation of EDS contribution to cost of health insurance during additional salary continuation period

Part-time faculty and staff

Eligible for same existing and additional benefits as are provided for full-time staff

Outplacement assistance

Extend to faculty on same terms as for staff in Severance Plan