Dear Colleague,

Ohio State’s land-grant purpose is to bring a college degree within reach of all people. In order to achieve this vision, each of us in every unit and at every level must work together to do the most good for the most people. What a remarkable personal and professional opportunity this is for all of us.

You have my personal commitment to support you in your efforts to create the best possible learning environment for our students, and to bring the most impactful research and creative activities forward to improve our world.

The tangible and intangible rewards of your work are an important part of the equation. This Total Rewards Statement has been prepared specifically for you. In addition to the satisfaction you achieve from the work you contribute towards advancing the Ohio State mission, we hope this overview provides you with a comprehensive look at Ohio State’s investment in you.

Please know that I very much appreciate the many contributions you make. Continuing our ascendancy among leading land-grant universities requires our very best selves every day. Thank you for sharing your best self with Ohio State.

Sincerely,

Michael V. Drake, MD
President

Your 2015 Total Rewards Statement

Ohio State's Total Rewards Investment in 2014

- Compensation (including paid leave): $2,351,461,972
- Retirement Benefits: $302,649,434
- Additional Benefits: $41,269,555

Total Investment: $2,988,012,167

The Ohio State University
Your University, Your Rewards

Rewards for a job well done come in many forms. The Ohio State University strives to offer competitive pay and benefits along with the pride of being a Buckeye. Your Ohio State total rewards also include opportunities to advance your professional success and enjoy unique perks such as on-campus arts and cultural events and access to world-class libraries. This document illustrates the many ways Ohio State helps you be your best.

Your Total Rewards

Your benefits make up 34% of your total rewards.

- Your Base Pay: 66%
- Your Benefits: 34%
- Your 2014 Additional Compensation: 0%

Your total rewards as of 02/28/2015, unless otherwise noted:

<table>
<thead>
<tr>
<th>Your Total Pay</th>
<th>$48,300</th>
</tr>
</thead>
<tbody>
<tr>
<td>Your Base Pay (includes $5,500 in estimated accrued paid leave)</td>
<td>$48,000</td>
</tr>
<tr>
<td>Your 2014 Additional Compensation (may include compensation such as shift differential, overtime, bonuses, off-duty pay)</td>
<td>$300</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Your Benefits</th>
<th>$24,672</th>
</tr>
</thead>
<tbody>
<tr>
<td>Your Estimated Contribution</td>
<td>Ohio State Estimated Contribution</td>
</tr>
<tr>
<td>Medical</td>
<td>$3,533</td>
</tr>
<tr>
<td>Dental</td>
<td>$330</td>
</tr>
<tr>
<td>Vision</td>
<td>$177</td>
</tr>
<tr>
<td>Dependent Group Term Life</td>
<td>$32</td>
</tr>
<tr>
<td>Voluntary Group Term Life (includes employee, spouse/SSDP and child coverage)</td>
<td>$445</td>
</tr>
<tr>
<td>Short-Term Disability</td>
<td>$231</td>
</tr>
<tr>
<td>Long-Term Disability</td>
<td>$0</td>
</tr>
<tr>
<td>Retirement OPERS SRA – 403(b) and 457(b)</td>
<td>$4,830</td>
</tr>
<tr>
<td>Other Benefits</td>
<td>$3,640</td>
</tr>
<tr>
<td>Employee Tuition Assistance (paid in 2014)</td>
<td></td>
</tr>
<tr>
<td>Dependent Tuition Assistance (paid in 2014)</td>
<td></td>
</tr>
</tbody>
</table>

Your Total Rewards | $72,972

Save Money with a Flexible Spending Account

You can save money by paying for eligible health care and dependent care expenses with before-tax dollars. You’ve elected to contribute a total of $2,000 in 2015, which could save you, on average, an estimated $400. Learn more at go.osu.edu/fsa-info.

Ohio State ranks 18th among the nation’s best public universities in U.S. News and World Report.
You at Your Best
Ohio State is proud to offer a package of benefits that sets us apart. These programs will support you and your family in all the different parts of your life.

Supporting a Culture of Health and Well-being
Your Plan for Health is the university’s health and wellness program that offers faculty and staff free access to a variety of services and resources. These include health coaching, biometric screenings, flu vaccinations, a 24/7 Nurseline, care coordination and more. Participating faculty and staff earn incentives and health premium credits. Learn more at yp4h.osu.edu.

Great Job! 97%
of enrolled faculty and staff completed the Personal Health Assessment!

- 29,874 faculty, staff and spouse/SSDPs participated in YP4H challenges
- More than 16,000 faculty and staff completed free on-campus biometric screenings

Source: Your Plan for Health, 2014

Protecting Your Family’s Income
You can’t predict the future, but you can prepare for it. Life insurance gives you and your family financial security. The university pays the full cost of life and accidental death and dismemberment coverage equal to 2.5 times your base pay. Also, disability plans replace a portion of your pay if you can’t work due to a disability.

<table>
<thead>
<tr>
<th>Coverage*</th>
<th>Coverage*</th>
</tr>
</thead>
<tbody>
<tr>
<td>Group Term Life</td>
<td>$120,000</td>
</tr>
<tr>
<td>Employee Voluntary Group Term Life</td>
<td>$192,000</td>
</tr>
<tr>
<td>Spouse/SSDP Voluntary Group Term Life</td>
<td>$100,000</td>
</tr>
<tr>
<td>Child Voluntary Group Term Life</td>
<td>$10,000</td>
</tr>
<tr>
<td>Short-Term Disability (per month after 30-day waiting period)</td>
<td>$2,400</td>
</tr>
<tr>
<td>Long-Term Disability (per month after 90-day waiting period)</td>
<td>$2,400</td>
</tr>
</tbody>
</table>

* Excludes Dependent Group Term Life. May be subject to age reduction and maximum coverage rules.

Preparing You for the Future
Several options can help you be financially ready for retirement. In addition to the state retirement through OPERS, STRS or the ARP, you can also take advantage of supplemental retirement plans. You can contribute up to $18,000 in 2015 to both a 403(b) and 457(b) account if you are under age 50 and up to $24,000 to each account if you’ll be age 50 or older in 2015. Your contributions are tax-deferred.

Your Professional Growth
Learning is our passion and our vocation. Whether it’s for personal enrichment or professional advancement, we’ll help you and eligible family members get the education you want.

Tuition Assistance for You*
If you qualify, Ohio State offers financial assistance toward Ohio State coursework in undergraduate, graduate, or professional degree-granting programs.

Tuition Assistance for Dependents*
The university pays a portion of Ohio State instructional and general fees for eligible dependents. This includes spouses/same-sex domestic partners and unmarried children.

Professional Development
At Ohio State, you have many opportunities to learn and enhance your skills. When you engage with leaders and peers and as you experience stretch assignments, you expand your knowledge. There are also career and manager development grants and formal training opportunities. Explore some of your options at gatewaytolearning.osu.edu and oaa.osu.edu/facultydevelopment.

2014–2015 Dependent Tuition Benefit

<table>
<thead>
<tr>
<th>Dependent of one eligible employee</th>
<th>Dependent of two eligible employees</th>
</tr>
</thead>
<tbody>
<tr>
<td>Up to 50% OFF instructional and general fees</td>
<td>Up to 75% OFF instructional and general fees</td>
</tr>
<tr>
<td>Up to $4,820 per semester</td>
<td>Up to $7,230 per semester</td>
</tr>
</tbody>
</table>

Did You Know?
Ohio State contributed a total of $25,757,489 in tuition assistance benefits in 2014.

* Some tuition benefits are subject to taxation.
**Life On and Off Campus**

You’ve got a personal life. And we’re happy to help you get the most from it.

**Child Care Program**
The university has a long history of valuing and excelling at early childhood education through three different child development programs. The programs support, nurture and enhance all areas of children's development and are dedicated to providing a safe, supportive learning environment. Learn more at hr.osu.edu/childcare.

**Discounts**
Staff and faculty are eligible for discounts on the products and services offered at many local and national retailers and businesses. From new automobile purchases to mobile phone services, being a Buckeye can help you save money. Learn more at hrtech.osu.edu/discounts.

**Affinity Programs**
The university has negotiated special relationships with Huntington National Bank, Nationwide Insurance, and other businesses that have exclusive offerings for Ohio State faculty and staff. These relationships result in significant financial contributions to the university for activities that support faculty, staff and students.

**Leave Programs**
University faculty and staff may be eligible for paid holidays, vacation, sick leave and parental leave, as well as time off for jury duty and court appearances. We also offer organ donation leave and vacation donation programs. Other time off programs include military leave, family and medical leave, and disaster leave. Visit hr.osu.edu/policy to learn more.

**Buckeyes Give Back**
Ohio State is proud to support local non-profit organizations, the university’s endowment fund, and the fight to end cancer through Bucks for Charity, Operation Feed, Campus Campaign and Pelotonia. Learn more at hr.osu.edu/special.

**Awards and Recognition**
Annually, faculty and staff are recognized and rewarded for their contributions through many programs across campus. Recognizing excellence in teaching, service, years of service achievements, as well as exceptional efforts in promoting diversity, are among the various recognition programs offered at Ohio State.

Get the details about all these benefits and more by visiting hr.osu.edu/benefits. Or scan this code.

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**About Your Statement**
Every effort was made to provide accurate information on this statement about your estimated compensation and benefits. However, it is possible that actual benefits and amounts may differ from those shown. In the event of a conflict between this information and the official plan or program documents, the plan and program documents govern. This statement does not constitute a contract of employment or a guarantee of benefits or future employment, and is not to be used for tax or retirement purposes. Ohio State reserves the right to change, amend or terminate benefit plans or programs in the future. Contact the Office of Human Resources Customer Service Center with questions at service@hr.osu.edu or 614-292-1050.

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**Wexner Medical Center**
has led the region for

**22 years**

in *U.S. News and World Report’s “America’s Best Hospitals.”*

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**More than**

**90%**

of staff say they are committed to Ohio State's progress and success.

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**Faculty and staff have access to libraries that house more than**

**5.8 million volumes.**