

# ENTITLEMENTS

## for Non-Benefits Eligible Employees

Following are some general entitlements associated with your employment at Kansas State University:

### **Deferred Compensation**

This program, administered by Great West Financial, allows an employee to tax defer voluntary retirement plan contributions up to a maximum allowed by Federal law. There is no matching amount contributed by the University.

### **Workers' Compensation**

Medical coverage for injuries or illnesses occurring during the course of performing the duties associated with employment.

### **Social Security/Medicare**

Coverage through the Social Security Administration. This includes future retirement income and disability, if eligibility requirements are met. Also includes medical coverage under Medicare at age 65. The employee pays a percentage of their gross biweekly salary. The university matches that same amount. Student employees are excluded from this entitlement when enrolled in 6 or more hours of course work during the Fall or Spring semester; and 3 or more hours of course work during the Summer semester.

### **Unemployment Compensation**

Coverage by Kansas Employment Security Law to provide some income during limited unemployment for those individuals who are unemployed due to conditions in the economy or labor market and through no fault of their own. Student employees are excluded from this entitlement when enrolled in 6 or more hours of course work during the Fall or Spring semester; and 3 or more hours of course work during the Summer semester.