

# Amherst College Detailed Benefits Summary

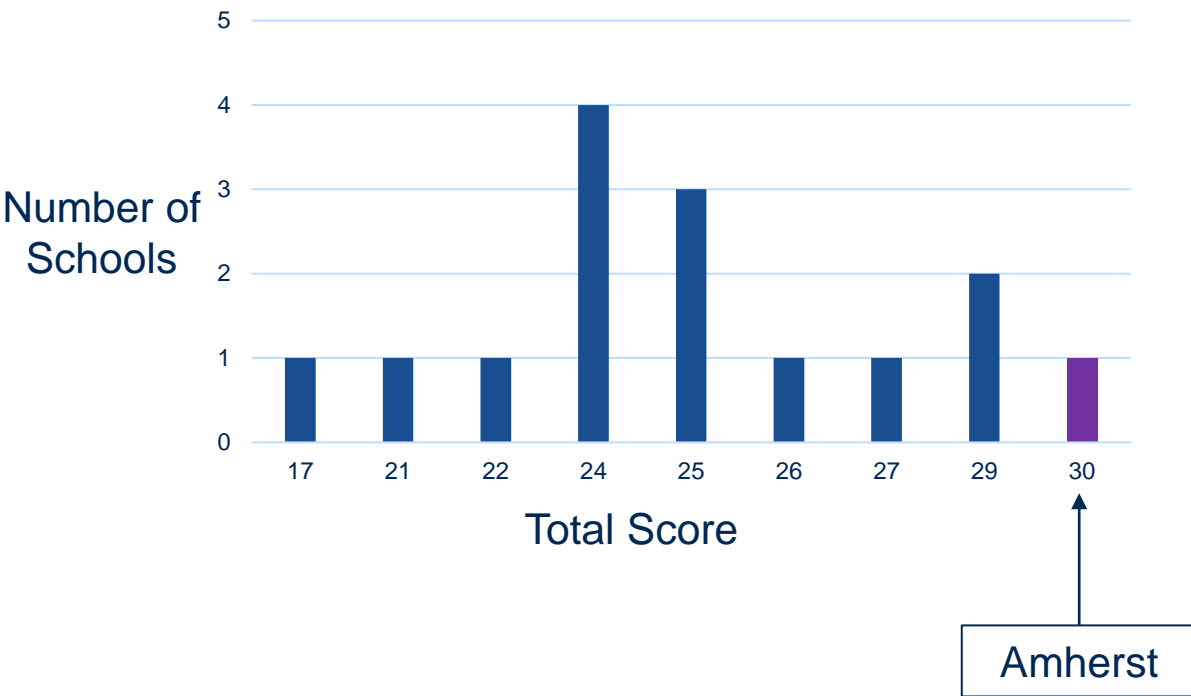
Name	Total Score	Medical Plan Design	Medical Employee Contributions	Dental Plan Design	Dental Employee Contributions	Life Plan	Disability Plan(s)	PTO	Tuition Assistance
<b>Amherst College</b>	<b>30</b>	<b>4</b>	<b>4</b>	<b>4</b>	<b>4</b>	<b>4</b>	<b>4</b>	<b>3</b>	<b>3</b>
School A	29	5	5	3	3	5	2	3	3
School B	29	3	5	3	4	3	3	4	4
School C	27	4	3	4	3	3	3	3	4
School D	26	4	3	4	3	3	3	3	3
School E	25	3	3	5	3	2	3	3	3
School F	25	2	3	3	3	5	3	3	3
School G	25	2	4	3	3	5	4	2	2
School H	24	3	4	3	3	2	3	4	2
School I	24	4	3	3	4	2	3	2	3
School J	24	3	3	2	3	4	3	3	3
School K	24	3	1	3	5	2	4	3	3
School L	22	1	4	3	3	3	3	2	3
School M	21	4	3	3	1	2	2	3	3
School N	17	2	2	2	2	2	2	2	3

- Rankings were developed on a 0-5 scale. All categories were individually evaluated and compared to benchmarks. The intent of this evaluation was to quantify the ranges of total benefit packages compared to the peer group
- 5 represents the highest ranking with 1 being the lowest rank.
- A score of 3 indicates that the benefit aligns with the median benchmark
- Total benefit scores were not weighted by category. Medical, Dental and PTO have higher costs than other benefits surveyed. Weighted categories and total benefit spend should be considered when evaluating total compensation

- Similar to previous survey results, Amherst scores at the top of the Colgate peer group. Benefits are above benchmark in many areas.
- Compared to peers, Amherst is particularly generous with medical and dental contributions, as well as disability plan offerings

# Score Summary and Trends

Total Benchmark Distribution



## Benefit Offerings

- Despite rising costs, Amherst remains competitive across the benefit offering spectrum.

## Strategy

- “Diversity, equity and inclusion” was identified as a top priority amongst the peer group.
- Enhancing wellness programs is a top priority to reduce cost.
- Attracting and retaining talent is the top priority for HR teams.