



**University of  
Dayton**

Dear University of Dayton Faculty, Staff and Retirees:

The Employee Retirement Income Security Act of 1974 (ERISA) requires employers to file annual reports with the Internal Revenue Service and the U.S. Department of Labor on the status of their various employee benefit plans, and to provide employees with a summary of those reports, called a Summary Annual Report. The following are summaries of the full reports filed with the Internal Revenue Service under Employer Identification Number 31-0536715 (The University of Dayton).

**These reports require no action from you; they are for informational purposes only.** If you have any questions about these reports, please call the Office of Human Resources at (937) 229-2541.

Sincerely,

Elizabeth J. Schwartz  
Director of Employee Benefits and Wellness

## SUMMARY ANNUAL REPORTS Group Benefit Plan Participants

This is a summary annual report for the University of Dayton Employee Benefit Plan (Plan #501) for the period beginning January 1, 2018 and ending December 31, 2018. The Plan is sponsored by the University of Dayton (EIN 31-0536715) and is a welfare benefit plan providing medical, dental, death, disability, long term care and vision benefits. This summary annual report also includes information about the University of Dayton Defined Contribution Retirement Plan (Plan #101) and University of Dayton Tax Deferred Annuity Plan (Plan #001). The annual report has been filed with the Employee Benefits Security Administration, as required under the Employee Retirement Income Security Act of 1974 (ERISA).

### Insurance and Financial Information

The University of Dayton has committed itself to provide benefits under the terms of the plan. The University of Dayton pays medical benefits out of the University of Dayton's general assets. The University of Dayton also has contracts with Hartford, EyeMed, CVS Health and Superior Dental Care to pay benefits. The total premiums paid to EyeMed for vision benefits for the period beginning January 1, 2018 through December 31, 2018 were \$154,384. The total premiums paid to Harford for death and disability benefits for the period beginning January 1, 2018 through December 31, 2018 were \$1,382,481. The total premiums paid to CVS Health for prescription drug benefits for the period beginning January 1, 2018 through December 31, 2018 were \$6,672,808. The total premiums paid to Superior Dental Care for dental benefits for the period beginning January 1, 2018 through December 31, 2018 were \$1,734,718. Because the contract with Superior Dental Care is so called "experience rated" the premium costs are affected by amount other things, the number and size of claims. The total benefit claims paid during the plan year by Superior Dental Care were \$1,478,077. The University of Dayton also has a contract with Community Insurance Company under which Community Insurance Company may reimburse the University of Dayton for certain medical claims. However, the University of Dayton is ultimately responsible for paying all of the claims.

### Tax Deferred Annuity Plan

Benefits under the plan are provided by insurance and a trust fund. Plan expenses were \$35,478,839. These expenses included \$107,958 in administrative expenses, and \$35,370,881 in benefits paid to participants and beneficiaries. A total of 5,095 persons were participants in or beneficiaries of the plan at the end of the plan year, although not all of these persons had yet earned the right to receive benefits.

The value of plan assets, after subtracting liabilities of the plan, was \$440,637,932 as of December 31, 2018, compared to \$462,297,234 as of January 1, 2018. During the plan year the plan experienced a decrease in its net assets of \$21,659,302. This decrease includes unrealized

appreciation and depreciation in the value of plan assets; that is, the difference between the value of the plan's assets at the end of the year and the value of the assets at the beginning of the year or the cost of assets acquired during the year. The plan had total income of \$13,819,537, including employee contributions of \$15,857,834, other contributions of \$9,316,903, earnings from investments of (\$11,695,728), and other income of \$340,528.

### Defined Contribution Retirement Plan

Benefits under the plan are provided by insurance and a trust fund. Plan expenses were \$12,613,705. These expenses included \$42,184 in administrative expenses, and \$12,571,521 in benefits paid to participants and beneficiaries. A total of 5105 persons were participants in or beneficiaries of the plan at the end of the plan year, although not all of these persons had yet earned the right to receive benefits.

The value of plan assets, after subtracting liabilities of the plan, was \$240,304,560 as of December 31, 2018, compared to \$248,568,752 as of January 01, 2018. During the plan year the plan experienced a decrease in its net assets of \$8,264,192. This decrease includes unrealized appreciation and depreciation in the value of plan assets; that is, the difference between the value of the plan's assets at the end of the year and the value of the assets at the beginning of the year or the cost of assets acquired during the year. The plan had total income of \$4,349,513, including employer contributions of \$11,986,835, other contributions of \$1,275,268, earnings from investments of (\$9,046,063), and other income of \$133,473.

### Your Rights to Additional Information

You have the right to receive a copy of the full annual report, or any part, thereof, on request. That report includes insurance information uncluding sales commissions paid by the insurance carriers.

The items listed below are included in that report for the retirement plans::

- An accountant's report
- Financial information
- Information on payments to service providers
- Assets held for investment
- Insurance information, including sales commissions paid by insurance carriers
- Information regarding any common or collective trusts, pooled separate accounts, master trusts or 103-12 investment entities in which the plan participates

To obtain a copy of the full annual report, or any part thereof, write the Office of Human Resources at the University of Dayton at 300 College Park, Dayton, OH 45409-1649, or by telephone at (937) 229-2541.

You also have the legally protected right to examine the annual report at the main office of the plan (University of Dayton, 300 College Park, Dayton, OH 45409-1649) and at the U.S.

Department of Labor in Washington D.C., or to obtain a copy from the U.S. Department of Labor upon payment of copying costs. Requests to the Department of Labor should be addressed to: Public Disclosure Room, Room N1513, Employee Benefits Security Administration, U.S. Department of Labor, 200 Constitution Avenue, N.W. Washington, D.C. 20210.