



# UMGC BENEFITS OVERVIEW

For Overseas  
Contingent I Employees



## Learn More About Working at UMGc

At University of Maryland Global Campus (UMGC), our most valued asset for carrying out our mission to put students first is our employees. That's why we are constantly on the lookout for creative, highly qualified applicants. UMGc seeks to reflect the diversity of the global community that it serves by providing a positive work environment that embraces cultural differences, encourages new ideas, and promotes mutual respect.

## Defining a Contingent I Employee

An overseas contingent I employee is nonexempt (hourly) and is employed under contract for a term of up to 6 months. Overseas contingent I employees typically work less than 20 hours per week. Employment may be seasonal, intermittent, or "if and when needed." Overseas contingent I employees work throughout the university in many departments, bringing them in contact with students, faculty, and staff in a wide variety of functions.

## Compensation

As an overseas contingent I employee, you will receive a monthly paycheck (subject to required withholdings) for hours worked.

## Maryland Healthy Working Families Act of 2018

As an overseas contingent I employee, you will receive up to a maximum of 64 hours per year for sick/safe time off.

## Retirement

Overseas contingent I employees are eligible to contribute to a supplemental retirement account (SRA). The companies that administer these plans are Fidelity Investments and TIAA. Plan choices include 403(b), 457(b), and Roth 403(b). The university does not provide subsidies or matching funds.

## Direct Deposit

Direct deposit is available to overseas contingent I employees. Paychecks will automatically be deposited directly into an employee's checking account once the employee completes a direct deposit authorization form.

**Outstanding Benefits That Fit the Lifestyle  
of You and Your Family—**

**ANOTHER GOOD REASON  
WHY YOU BELONG AT UMGc!**

# UMGC BENEFITS OVERVIEW—FOR OVERSEAS CONTINGENT I EMPLOYEES

## About UMGC

University of Maryland Global Campus was founded more than 70 years ago specifically to serve the higher education needs of working adults and servicemembers. Today, UMGC continues its global tradition with online and hybrid courses, more than 140 classroom and service locations worldwide, and more than 90 degrees, certificates, and specializations backed by the reputation of a state university and the University System of Maryland. For more information, visit [umgc.edu](http://umgc.edu).

## Equal Employment Opportunity

UMGC is an Equal Opportunity Employer. For more information, please see UMGC's Affirmative Action, Equal Opportunity, and Sexual Harassment Policy at [umgc.edu/eo](http://umgc.edu/eo).

## Annual Safety and Security Report

The Annual Safety and Security Report is available to prospective employees and includes information about campus crime and security. Please visit [umgc.edu/security](http://umgc.edu/security) to view the report.

NOTE: This document presents highlights of benefits plans. Actual plan documents prevail in all situations involving questions or issues.

### Questions? Need Additional Information?

[umgc.edu/careers](http://umgc.edu/careers)



University of Maryland Global Campus is accredited by the Middle States Commission on Higher Education, 3624 Market Street, Philadelphia, PA 19104 (267-284-5000), an institutional accrediting agency recognized by the U.S. Secretary of Education and the Council for Higher Education Accreditation. UMGC is a constituent institution of the University System of Maryland and is governed by the USM Board of Regents. UMGC is certified to operate by the State Council of Higher Education for Virginia (SCHEV). 9625 Belvoir Road, Barden Education Center, Building 1017, Room 128, Fort Belvoir, VA 22060.