



2012 Benefits at a Glance



Benefit	Effective Date	Features								
<p>*Health Plan Benefit including Prescription Drug coverage</p> <ul style="list-style-type: none"> • Value Plan • Premium Plan <p>All Health Plan participants are eligible for a \$15 wellness incentive applied to their health plan payroll deductions when they participate in biometric testing. For details, see "Healthy Outcomes Program" on next page.</p>	First of the month following date of hire	Two health plan designs from which to choose. Both plans use Scottsdale Healthcare and Blue Cross Blue Shield of Arizona networks and include a Prescription Drug benefit featuring low co-pays and coinsurance.								
<p>*Dental Benefit</p> <ul style="list-style-type: none"> • Basic & Preventive • Comprehensive 	First of the month following date of hire	Two dental plans through MetLife. \$50 per person/\$150 per family annual deductible. Major services and orthodontics are included in the Comprehensive Plan.								
<p>*Vision Benefit</p> <ul style="list-style-type: none"> • SightCare 	First of the month following date of hire	Vision plan provided by SightCare. Uses Nationwide and SightCare networks. Includes out-of-network and LASIK allowance.								
<p>*Basic Life and AD&D Insurance</p>	First of the month following date of hire	Full-time staff coverage equals annual salary. Part-time staff coverage is \$10,000. Fully paid by Scottsdale Healthcare.								
<p>*Voluntary Life Insurance (Staff Member)</p>	First of the month following date of hire	Optional additional life insurance equal to one or two times annual salary.								
<p>*Voluntary Life Insurance (Dependents)</p>	First of the month following date of hire	Optional life insurance on spouse up to \$50,000 and children up to \$10,000.								
<p>*Flex Spending Account</p> <ul style="list-style-type: none"> • Healthcare • Dependent Care 	First of the month following date of hire	Set aside pre-tax dollars for unreimbursed healthcare expenses up to \$5,500 per year. Dependent (child or adult) care expenses up to \$5,000 per year. Flex card offers convenient method of paying eligible expenses.								
<p>Paid Time Off</p> <p>Earned PTO hours may be used for holidays, vacations, personal business, short-term personal illness and family needs.</p>	First day on the job	<table border="1"> <thead> <tr> <th>Length of Service</th> <th>Earned PTO Hours†</th> </tr> </thead> <tbody> <tr> <td>Months 0-2</td> <td>5.52 hours per pay period</td> </tr> <tr> <td>Month 3 - Year 2</td> <td>7.12 hours per pay period (23 days/yr.)</td> </tr> <tr> <td>Years 3+</td> <td>8.61 hours per pay period (28 days/yr.)</td> </tr> </tbody> </table> <p>† These amounts represent estimates based upon a 40-hour work week throughout the year. PTO accruals for part-time staff are pro-rated based on hours worked per pay period.</p>	Length of Service	Earned PTO Hours†	Months 0-2	5.52 hours per pay period	Month 3 - Year 2	7.12 hours per pay period (23 days/yr.)	Years 3+	8.61 hours per pay period (28 days/yr.)
Length of Service	Earned PTO Hours†									
Months 0-2	5.52 hours per pay period									
Month 3 - Year 2	7.12 hours per pay period (23 days/yr.)									
Years 3+	8.61 hours per pay period (28 days/yr.)									

* To be eligible for this benefit, you must be in a budgeted position scheduled to work 32 hours or more per pay period. For detailed information on any of the benefits mentioned here, visit www.shc.org/benefits.

This is a summary of the official Summary Plan Documents that legally govern the terms and operations of their respective plans. If there is a conflict between this summary and the official plan document, the terms of the plan document prevail.

Benefit	Effective Date	Features
403(b) Retirement Security Plan Pre-tax retirement savings with multiple investment choices. Administered by Prudential.	First day on the job	For staff regularly scheduled to work 40 hours per pay period, Scottsdale Healthcare will match up to the first 4% of eligible compensation on the first pay period following 90 days of employment or eligibility. For staff regularly scheduled to work less than 40 hours per pay period, Scottsdale Healthcare matches up to 4% of eligible compensation the first pay period after working a full calendar year during which you worked at least 1,000 eligible hours of service.
**Short Term Disability Insurance	One year from date of hire (full-time employees only)	If you become temporarily disabled and unable to work, this benefit pays part of your wages up to 12 weeks per year depending on your length of service.
**Long Term Disability Insurance	First of the month following one year from date of hire (full-time employees only)	Pays 60% of your basic income if disabled. You have the option to purchase coverage for an additional 6.66% of your basic income.
Employee Assistance Program	First day on the job	Free counseling for you and your immediate family members. EAP crisis fund may be available for serious financial hardships.
Commuter Connection	First day on the job	Free bus and light rail passes, vanpools, referrals for carpools, and sheltered bike lockers. Alternative transportation users are eligible for quarterly prize drawings.
*Critical Illness Insurance	First day on the job	This program pays a lump sum of \$10,000 to use as you see fit if you are diagnosed with any of six critical illnesses. Spouses and children may also be covered.
*Hyatt Legal Plan	First day on the job	Provides you with affordable access to lawyers and financial advisers. Enroll your parents for a discounted fee.
Pet Insurance	First day on the job	Purchase VPI Pet Insurance for your dog, cat, bird or rabbit at group rates with convenient payroll deduction.
Healthy Outcomes Program	First day on the job	Your employee wellness program offers free biometric testing, health assessment, personalized plans, coaching, and follow-up calls designed to fit your needs. Your participation makes you eligible for a \$15 wellness incentive applied toward health plan deductions in every paycheck. Corporate Health's Prompt Care program also gives you immediate evaluation and treatment for minor illnesses and injuries at no cost to you.
Credit Union Membership	First day on the job	Desert Medical Federal Credit Union has branches on Osborn and Shea campuses. Employees have many advantages for direct deposit, savings accounts, loans, and more.
529 College Savings Plan	First day on the job	Save through payroll deduction and withdraw funds tax free when used to pay college expenses. Plan is administered by Fidelity Investments.
Group Automobile and Homeowners Insurance	First day on the job	Purchase automobile and home insurance through Liberty Mutual Insurance Company at group rates with convenient payroll deduction.
Personal Financial Education, Counseling, Debt Management	First day on the job	Take Charge America offers confidential personal financial services including free HUD-certified homeowner counseling.

* To be eligible for this benefit, you must be in a budgeted position scheduled to work 32 hours or more per pay period.

** To be eligible for this benefit you must be in a budgeted position scheduled to work 60 hours or more per pay period.

For detailed information on any of the benefits mentioned here, visit www.shc.org/benefits.

This is a summary of the official Summary Plan Documents that legally govern the terms and operations of their respective plans.

If there is a conflict between this summary and the official plan document, the terms of the plan document prevail.

Benefit	Effective Date	Features
*Tuition Assistance Program	After 90 days on the job	Tuition reimbursement is available for classes enrolled in after 90 days of employment. Prepaid tuition assistance is available for certain career-related classes. Annual maximum is \$5,250.
Scottsdale Healthcare University	First day on the job	A flexible approach to continuing education in partnership with eight colleges and universities. Degree and certification programs offer options such as on-site classes and online modules for at-home learning.
Family Resource Program	First day on the job	Summa Associates provides phone and in-person assistance to find child care facilities, baby sitters, adult/elder caregivers and pet care facilities.
Scottsdale Healthcare Child Care Center	First day on the job	Located on the Shea campus, this outstanding learning center provides quality child care Monday-Friday, 6 am to 8 pm.
In-Home Sick Child Care	First day on the job	When you have a mildly ill child and have to work, Summa Associates sends a caregiver to your home. Your cost is only \$12 per day.
Backup Child and Adult Care	First day on the job	When your caregiver is temporarily not available, Summa Associates provides backup care for only \$12 per day.
Adoption Assistance	First day on the job	Up to \$3,000 reimbursement for expenses related to adopting a child.
Cafeteria and Gift Shop Discounts	First day on the job	Employee discounts are as easy as swiping your identification badge at any campus cafeteria or gift shop.
Group Discounts	First day on the job	Discounts on movie tickets, entertainment venues, sporting events, and family entertainment. Additional discounts on a wide variety of services and products, including Essential Touch Spa.
Computer/Electronics Purchase <ul style="list-style-type: none"> • Dell • Philips • Purchasing Power 	First day on the job	Discounts on computers, peripherals and other electronics are available. Purchasing Power offers 12-month payroll deduction financing for qualified staff members after one year of employment.

For additional information and eligibility requirements, visit
www.shc.org/benefits
or contact Employee Benefits at 480-323-4540 or employeebenefits@shc.org.

* To be eligible for this benefit, you must be in a budgeted position scheduled to work 32 hours or more per pay period.
For detailed information on any of the benefits mentioned here, visit www.shc.org/benefits.
This is a summary of the official Summary Plan Documents that legally govern the terms and operations of their respective plans.
If there is a conflict between this summary and the official plan document, the terms of the plan document prevail.



**SCOTTSDALE
HEALTHCARE®**

World-Class Patient Care

Employee Benefits Department

9201 E Mountain View Rd, Suite 100 • Scottsdale, AZ 85258

480-323-4540

www.shc.org/benefits