



2009 Summary of Benefits **Effective March 29, 2009**

Benefits Available on First Day of the Month Following Your Date of Employment

- *Medical/Prescription: Scottsdale Healthcare offers two medical and two prescription plans to provide comprehensive coverage for you and your eligible dependents/domestic partner. All medical plans feature comprehensive wellness benefits. Scottsdale Healthcare pays the majority of the premium cost for full-time staff members.
- *Dental: Our dental plans provide excellent benefits for you and your eligible dependents/domestic partner. Orthodontia benefits are included in the comprehensive dental plan. Scottsdale Healthcare pays the majority of the monthly cost for full-time staff members.
- *Vision: The vision plan offers free eye exams at in-network locations along with significant savings on frames, lenses and contacts. You pay the full cost of vision coverage for yourself and dependents.
- *Flexible Spending Accounts: Scottsdale Healthcare's flexible spending accounts let you pay for certain out-of-pocket health care expenses and dependent day care expenses on a tax-free basis.
- *Life Insurance: Scottsdale Healthcare provides you with both term life and accidental death and dismemberment insurance equal to your annual salary.
- *Voluntary Life Insurance: You may purchase additional term life insurance for yourself and your dependents at low group rates.

Benefits Available on Your First Day of Employment

Retirement Security (403[b]) Plan: You may begin saving for your retirement right away. Your 403(b) plan lets you save for the future while reducing the taxes taken out of your paychecks today. After 90 days of service (for staff members regularly scheduled to work 40 or more hours per pay period) Scottsdale Healthcare will match your savings up to the first 4% of eligible compensation. If you are regularly scheduled to work less than 40 hours per pay period, you will be eligible for the employer match up to 4% of eligible compensation after the first year of service during which you worked at least 1,000 hours.

Health & Wellness Program: Get healthy and stay healthy with the professionals of Scottsdale Healthcare's Corporate Health program. Free health assessment tests, personalized plans, coaching, workshops and follow-up calls are custom designed to fit your needs. The Prompt Care program gives you immediate evaluation and treatment for minor illnesses and injuries at no cost to you.

Fitness Centers: You may enroll and enjoy low monthly fees for use of the Scottsdale Healthcare Cardiac Rehab facility and the Essential Touch fitness center.

*Long-Term Care Insurance: Long-Term Care Insurance for yourself, your spouse, and your parents and parents-in-law is available at group rates.

Orientation: You will attend a comprehensive orientation program that is fully paid by Scottsdale Healthcare.

Holiday/Shift Differentials: Second, third and weekend shift differentials are available to eligible staff members. If you work on a recognized holiday, you will be paid at a rate of one and one-half times your first shift hourly rate, plus any shift and weekend differentials that apply for all regular hours worked.

Paid Time Off (PTO): You will start earning PTO hours immediately. Earned PTO hours may be used for holidays, vacations, personal business, short-term personal illness and family needs. How many PTO hours you will earn depends on your length of service, employment status and eligible paid hours.

<u>Length of Service</u>	<u>Maximum Accrual Amount†</u>
Months 0-2	144 hours each year (18 days)
Months 3-24	184 hours each year (23 days)
Years 3+	200 hours each year (25 days)

† These amounts represent estimates based upon 80 accruable hours per pay period throughout the year. Part-time staff members' PTO accruals are pro-rated based on hours worked per pay period.

(*All require that you work a minimum of 32 hours per pay period.)

Benefits Available on Your First Day of Employment (continued)

Jury Duty: If you are summoned for jury duty, you will receive your regular base pay for up to 40 hours per week minus your jury pay.

Continuing Education: Scottsdale Healthcare offers a variety of educational opportunities in the areas of patient care, skill improvement, safety, leadership development and career planning.

Childcare Center: The Scottsdale Healthcare Childcare Center is centrally located at the Shea campus and offers quality childcare services to staff members, physicians and their employees.

Sick Child Care Services: One call and this program will bring a qualified care provider for your mildly ill children right to your home so that you can work.

Back-Up Child Care/Elder Care Services: This program is the safety net you need. It provides short-term childcare/eldercare when your regular provider is sick, on vacation or unavailable.

Elder Care Referral Services: An information and referral service hotline is available 24-hours a day, 7 days a week.

Adoption Benefit: If you adopt a child, you can receive reimbursement for up to \$3,000 of eligible expenses per child once the adoption is final.

Employee Assistance Program: Provides confidential counseling and referral services to staff and their immediate family members.

Commuter Connection Help: Put more time in your life and reduce traffic congestion by taking advantage of programs for Scottsdale Healthcare's commuters: free bus and light rail passes, shuttle service, vanpools, referrals for carpools, and sheltered bike lockers. Alternative transportation users are also eligible for quarterly prize drawings.

Automobile and Home Insurance: You may purchase automobile and home insurance through Liberty Mutual Insurance Company at group rates with convenient payroll deduction.

Pet Insurance: You may purchase health insurance for your dog, cat, bird and rabbit at group rates with convenient payroll deduction.

Legal Plan: This program provides you with affordable access to lawyers and financial advisers.

Critical Illness Insurance: 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.

Personal Financial Education: To help you gain control of your finances, pay off consumer debt and save for the future, confidential services are available for financial education, counseling and debt management.

Other Benefits: Staff Appreciation meals, direct payroll deposit, credit union, savings bond program, 529 College Savings plan, cafeteria and gift shop discounts, discounts on electronics and numerous entertainment and vacation discounts.

Benefits Available After 90 Days of Employment

Bereavement Leave: If you work 32 hours or more per pay period, you may receive up to 24 hours of bereavement leave in state, or up to 40 hours out-of-state.

Leaves of Absence: Scottsdale Healthcare may grant you a leave of absence for various reasons including educational, family, medical, personal or military reasons.

Tuition Assistance: If you work 32 hours or more per pay period, you may be eligible for the Tuition Assistance, Work Study, or Prepaid Tuition Assistance programs up to \$5,250 each calendar year.

Benefits Available Upon One Year of Employment

(These plans require that you work 60 hours or more per pay period)

Short-Term Disability (STD): If you become temporarily disabled and unable to work, STD benefits will replace part of your pay up to 12 weeks each calendar year. (The amount of benefit is based on your length of service.)

Long-Term Disability (LTD): If you become disabled, LTD protection pays you 60% of your basic income.

Scottsdale Healthcare pays the full cost of this benefit. You have the option to purchase coverage for an additional 6.66% of your basic income.

This is a summary of the benefits offered by Scottsdale Healthcare. The programs and eligibility requirements are described in the Administrative Policies, applicable insurance contracts, and plan descriptions. This summary is not a contract for benefits, contract of employment or a guarantee of benefits. If you have specific questions, refer to the plan documents or contact the Scottsdale Healthcare Employee Benefits Department.