



## HonorHealth – 2016 Benefits at a Glance

| Benefit   | Effective Date                            | Features  |                   |                   |           |                           |           |                           |           |                           |
|---|---|---|-------------------|-------------------|-----------|---------------------------|-----------|---------------------------|-----------|---------------------------|
| <b>*Health Plan Benefit including Prescription Drug coverage</b> <ul style="list-style-type: none"><li>• Coordinated Care Plan</li><li>• Standard Plan</li><li>• Health Savings Account Plan (HDHP)</li></ul> | First of the month following date of hire | Three health plan designs from which to choose. All plans use HonorHealth facilities and physician network and Blue Cross Blue Shield of Arizona networks and include a Prescription Drug benefit featuring low co-pays and coinsurance. Magellan Health Services is the behavioral health provider.  |                   |                   |           |                           |           |                           |           |                           |
| <b>*Dental Benefit</b> <ul style="list-style-type: none"><li>• Delta Buy-up</li><li>• Delta Base</li><li>• Employers Dental Services (EDS)</li></ul>  | First of the month following date of hire | Two dental plans through Delta Dental. Major services and orthodontics are included in the Buy-up plan.<br><br>With EDS, all covered family members use the same dentist. Services are based on a set fee schedule.   |                   |                   |           |                           |           |                           |           |                           |
| <b>*Vision Benefit</b> <ul style="list-style-type: none"><li>• United Healthcare</li><li>• Vision Service Plan (VSP)</li></ul>  | First of the month following date of hire | Two vision plans offered. Both provide coverage for routine eye exams, glasses and contacts.  |                   |                   |           |                           |           |                           |           |                           |
| <b>Wellness Program</b>   | First day on the job                      | Free access to health education, tracking tools, presentations, challenges, assessments and health screenings geared towards creating healthy life choices. Incentives contingent on participation in the health plan.  |                   |                   |           |                           |           |                           |           |                           |
| <b>*Basic Life and AD&amp;D Insurance</b>   | First of the month following date of hire | One time salary with a minimum of \$25,000. Fully paid by HonorHealth.  |                   |                   |           |                           |           |                           |           |                           |
| <b>*Voluntary Life Insurance</b>  | First of the month following date of hire | Optional additional life insurance equal to 1x, 2x, 3x, 4x or 5x annual salary up to a guarantee issue of \$500,000. Optional life insurance for a spouse up to \$50K; dependent children up to \$10K.  |                   |                   |           |                           |           |                           |           |                           |
| <b>*Flex Spending Account</b> <ul style="list-style-type: none"><li>• Healthcare</li><li>• Dependent Care</li></ul>   | First of the month following date of hire | Set aside pre-tax dollars for healthcare expenses up to \$2,550 per year. Dependent care expenses up to \$5,000 per year. Flex card offers convenient method of paying eligible expenses. Participants in the HSA health plan are eligible to enroll in a limited FSA.  |                   |                   |           |                           |           |                           |           |                           |
| <b>Paid Time Off (excludes on-call/per diem)</b><br>Earned PTO hours may be used for holidays, vacations, personal business, short-term personal illness and family needs.                                    | First day on the job                      | <table><tr><th>Length of Service</th><th>Earned PTO Hours†</th></tr><tr><td>0-2 years</td><td>7.12 hours per pay period</td></tr><tr><td>3-6 years</td><td>8.64 hours per pay period</td></tr><tr><td>7-9 years</td><td>9.52 hours per pay period</td></tr></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. Higher accruals beyond 9 years are offered.</p> | Length of Service | Earned PTO Hours† | 0-2 years | 7.12 hours per pay period | 3-6 years | 8.64 hours per pay period | 7-9 years | 9.52 hours per pay period |
| Length of Service   | Earned PTO Hours†                         |   |                   |                   |           |                           |           |                           |           |                           |
| 0-2 years   | 7.12 hours per pay period                 |   |                   |                   |           |                           |           |                           |           |                           |
| 3-6 years   | 8.64 hours per pay period                 |   |                   |                   |           |                           |           |                           |           |                           |
| 7-9 years   | 9.52 hours per pay period                 |   |                   |                   |           |                           |           |                           |           |                           |

| Benefit  | Effective Date  | Features  |
|--|---|---|
| <b>403(b) Retirement Security Plan</b><br>Pre-tax retirement savings with multiple investment choices. Administered by Prudential. | First day on the job                                    | HonorHealth will match dollar-for-dollar up to 4% of your eligible compensation. Immediately 100% vested in company match.  |
| <b>*Short Term Disability Insurance</b><br><b>*Long Term Disability Insurance</b>  | First of the month following one year from date of hire | If you become temporarily disabled and unable to work, this benefit pays 60% of your weekly salary up to 180 days in a rolling calendar year.   |
|  | First of the month following one year from date of hire | Pays 60% of your base monthly salary if disabled. You have the option to purchase coverage for an additional 6.67% of your basic income.  |
| <b>Employee Assistance Program</b>   | First day on the job                                    | Free counseling for you and your immediate family members. EAP crisis fund may be available for serious financial hardships.  |
| <b>Commuter Connection</b>   | 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.                   |
| <b>*Critical Illness Insurance</b>   | First of the month following date of hire               | This program pays you a lump sum of \$10K or \$20K to use as you see fit if you are diagnosed with a critical illness in any of three categories. Spouses and children may also be covered. |
| <b>*Accident Plan</b>  | First of the month following date of hire               | This program pays you if you become injured due to an accident. Injuries include fractures, burns, cuts, emergency room care. Spouses and children may also be covered.                     |
| <b>*Legal Plan</b>   | First of the month following date of hire               | Provides you with affordable access to lawyers and financial advisers. Enroll your parents for a discounted fee.  |
| <b>*Tuition Assistance Program</b>   | After 6 months on the job                               | Tuition reimbursement is available for enrolled classes. Prepaid tuition assistance is available for certain career-related classes. Annual maximum is \$5,250.                             |
| <b>Credit Union Membership</b>   | First day on the job                                    | Desert Medical Federal Credit Union has branches at the Osborn and Shea Medical Centers. Employees have many advantages for direct deposit, savings accounts, loans, and more.              |
|  |   | Credit Union West is available at John C. Lincoln Medical Center and around the valley and offers checking, savings, loans and other services.  |
| <b>529 College Savings Plan</b>  | 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.   |
| <b>Group Automobile and Homeowners Insurance</b>   | First day on the job                                    | Purchase automobile and home insurance through Liberty Mutual Insurance Company at group rates with convenient payroll deduction.   |
| <b>Pet Insurance</b>   | First day on the job                                    | Purchase pet Insurance through United Pet Care for your dog, cat, bird or rabbit at group rates with convenient payroll deduction.  |

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

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.