



2014 Benefits at a Glance



An affiliate of Scottsdale Lincoln Health Network

Benefit	Effective Date	Features												
*Health Plan Benefit including Prescription Drug coverage <ul style="list-style-type: none"> • Premium Partners Plan • Health Savings Account Plan (HSA) 	First of the month following date of hire	Two health plan designs from which to choose. Both plans use Scottsdale Health Partners, John C. Lincoln and Blue Cross Blue Shield of Arizona networks and include a Prescription Drug benefit featuring low co-pays and coinsurance.												
*Dental Benefit <ul style="list-style-type: none"> • Basic & Preventive • Comprehensive 	First of the month following date of hire	Two dental plans through MetLife. Major services and orthodontics are included in the Comprehensive Plan.												
*Vision Benefit <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.												
Wellness Program	First day of employment	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. Register at https://shc.livepurewellness.com												
*Basic Life and AD&D Insurance	First of the month following date of hire	1x salary with a minimum of \$25,000. Fully paid by SLHN.												
*Voluntary Life Insurance (Staff Member)	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.												
*Voluntary Life Insurance (Dependents)	First of the month following date of hire	Optional life insurance on spouse up to \$50K; children up to \$10K.												
*Flex Spending Account <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 \$2,500 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 not eligible to enroll in a healthcare FSA.												
Paid Time Off (PTO) Earned PTO hours may be used for holidays, vacations, personal business, short-term personal illness and family needs.	First day of employment	<table border="1"> <thead> <tr> <th>Length of Service</th> <th>Earned PTO Hour[†]</th> </tr> </thead> <tbody> <tr> <td>0-2 years</td> <td>23 days/yr.</td> </tr> <tr> <td>3-6 years</td> <td>28 days/yr.</td> </tr> <tr> <td>7-9 years</td> <td>31 days/yr.</td> </tr> <tr> <td>10-14 years</td> <td>33 days/yr.</td> </tr> <tr> <td>15+ years</td> <td>35 days/yr.</td> </tr> </tbody> </table> † These amounts represent estimates based upon a 40-hour work week throughout the year.	Length of Service	Earned PTO Hour [†]	0-2 years	23 days/yr.	3-6 years	28 days/yr.	7-9 years	31 days/yr.	10-14 years	33 days/yr.	15+ years	35 days/yr.
Length of Service	Earned PTO Hour [†]													
0-2 years	23 days/yr.													
3-6 years	28 days/yr.													
7-9 years	31 days/yr.													
10-14 years	33 days/yr.													
15+ years	35 days/yr.													

Benefit	Effective Date	Features
403(b) Retirement Security Plan Pre-tax retirement savings with multiple investment choices. Administered by Prudential.	First day of employment	Scottsdale Healthcare will match dollar-for-dollar up to 4% of your eligible compensation. Immediately 100% vested in company match.
*Short-Term Disability Insurance	First of the month following one year from date of hire	If you become temporarily disabled and unable to work due to a non-work related illness or injury, this benefit pays 60% of your weekly salary up to 180 days in a rolling calendar year.
*Long-Term Disability (LTD)	First of the month following one year from date of hire	Pay 60% of your base monthly salary if disabled. You have the option to purchase an additional 6.67% providing a total benefit of 66.67% of your basic income.
Employee Assistance Program	First day of employment	Free counseling for you and your immediate family members. EAP crisis fund may be available for serious financial hardships.
Commuter Connection	First day of employment	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 of the month following date of hire	This voluntary program pays you a lump sum of \$10,000 or \$20,000 to use as needed if you are diagnosed with a critical illness in any of three categories. Spouses and children may also be covered.
Long-Term Care Insurance Unum	First day of employment	Provides for total home care and nursing home services in the event of the loss of two activities of daily living. Available to staff scheduled to work 40 hours or more per pay period. New hires can enroll without providing proof of good health within 31 days of hire date. Other immediate family members may apply for coverage at any time.
*Accident Plan	First of the month following date of hire	This voluntary 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.
*Hyatt Legal Plan	First of the month following date of hire	This voluntary program provides you with affordable access to lawyers and financial advisers. Enroll your parents for a discounted fee.
*Tuition Assistance Program	After six months of employment	Tuition reimbursement is available for classes enrolled in after six months of employment. Prepaid tuition assistance is available for certain career-related classes. Annual maximum is \$5,250.
Credit Union Membership	First day of employment	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 of employment	Save through payroll deduction and withdraw funds tax free when used to pay college expenses. Plan is administered by Fidelity Investments.
Automobile and Homeowners Insurance - Liberty Mutual	First day of employment	Purchase automobile and home insurance at group rates with convenient payroll deduction.
Pet Insurance - United Pet Care	First day of employment	Purchase pet insurance for your dog, cat, bird or rabbit at group rates with convenient payroll deduction.

Benefit	Effective Date	Features
Personal Financial Education, Counseling, Debt Management	First day of employment	Take Charge America offers confidential personal financial services including free HUD-certified homeowner counseling.
Scottsdale Healthcare University	First day of employment	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.
Scottsdale Healthcare Child Care Center	First day of employment	Located on the Shea campus, this outstanding learning center provides quality child care from ages 6 weeks through kindergarten Monday-Friday, 6 a.m to 8 p.m.
In-Home Sick Child Care	First day of employment	When you have a mildly ill child and have to work, Bright Horizons sends a caregiver to your home. Your cost is only \$2 per hour for up to 3 dependents with a 4-hour minimum up to 15 days per year.
Adoption Assistance	First day of employment	Up to \$3,000 reimbursement for expenses related to adopting a child (including step-children).
Cafeteria and Gift Shop Discounts	First day of employment	Employee discounts are as easy as swiping your identification badge at any campus cafeteria or gift shop.
Group Discounts	First day of employment	Discounts on computers, movie tickets, entertainment venues, sporting events, travel, and family entertainment. Additional discounts on a wide variety of services and products, including Essential Touch Spa.
Computer/Electronics Purchase • Purchasing Power	After one year of employment	Purchasing Power offers 12-month payroll deduction financing for qualified staff members after one year of employment.

* Applies to employees 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.



An affiliate of Scottsdale Lincoln Health Network

Employee Benefits Department
8125 N. Hayden Rd. • Scottsdale, AZ 85258
480-323-4540 • employeebenefits@shc.org
www.shc.org/benefits