2008 Benefits Overview for Executives, Management and Non-Union Clerical Associates, Physical Therapists, Physician Assistants *

(JOB CLUSTERS 01, 03, 05, 13, 18, 20 AND 70)

As an eligible associate of Montefiore Medical Center (MMC), you will enjoy the advantages of an excellent benefit program. The program is made up of a broad range of coverages that offer both flexibility and the opportunity for solid financial protection for you and your enrolled family members.

Health Care

Health care benefits help pay most of the health care expenses you and your family members may incur.

- **Medical** – You can waive coverage or select one of the following:
  - MonteCare PPO (in and out-of-network benefits) – provides extensive in-network benefits plus coverage for out-of-network care. Empire BlueCross BlueShield administers the plan. In-network services are provided by facilities and physicians in the Montefiore Integrated Provider Association (MIPA) or Empire BlueCard PPO Network. Montefiore Behavioral Integrated Provider Association (MBCIPA) and Empire Behavioral Health provide outpatient mental health/substance abuse counseling. There are no out-of-pocket copayments when you use Montefiore facilities (including the North Division) for inpatient services and your provider copayments are lower when you use MIPA and MBCIPA providers.
  - An HMO (if available in your geographic area) – Each HMO has its own network and you must receive treatment from approved facilities and physicians. You can select from Empire BlueCross BlueShield HMO Direct, Aetna HMO Patriot 15 or Health Net EPO Charter Plan II.
  - You and Montefiore share the cost of medical coverage. Premiums for MonteCare PPO coverage are based on your base salary level and whether you elect single or family coverage. Premiums for HMO coverage are based only on whether you elect single or family coverage.

- **Prescription Drugs** – Prescription drug benefits are included in your medical coverage. If you elect the MonteCare PPO or an HMO:
  - Montefiore’s in-house pharmacies provide prescription drug benefits (up to a 90-day supply) at no cost to you or your family members.
  - Medco prescription drug benefits are available (subject to copayments) through participating retail pharmacies and the Medco By Mail Program. Copayments are based on the generic, brand name or non-formulary drug classification of each prescription.

- **Vision** – If you enroll in MonteCare, you have access to the Davis Vision Affinity Discount Program. Aetna, Empire BlueCross BlueShield HMO Direct and Health Net HMOs have their own vision coverage.

* Executive and managerial associates (exempt), physical therapists and physician assistants – Job Cluster 01, 03, 05, 13, 18, 20
Non-union clerical associates (non-exempt) – Job Cluster 70
• **Dental** – You can waive coverage or select one of the following:
  
  − Two dental options with access to dentists in the Empire Dental Premium Care PPO Network which includes Montefiore’s Department of Dentistry:
    • Preventive & Diagnostic Dental Care
    • $1,500 Annual Maximum Dental Benefits
  
  − Aetna Dental Maintenance Organization (DMO).

You pay the cost of dental coverage during your first year at Montefiore. After one year, Montefiore’s premium subsidy begins. The Preventative & Diagnostic Dental Care option is available at no cost to you and your family.

**Flexible Spending Accounts**

You can establish a Flexible Spending Account (FSA) to pay out-of-pocket health and/or dependent care expenses for you and your family members with dollars that are never taxed. Contribute as little as $130 or up to $5,000 annually to either or both accounts. Your contributions are deducted from each bi-weekly paycheck before taxes are calculated and withheld, lowering your taxable income.

• The Health Care Account is used to pay out-of-pocket health care expenses for you and anyone you claim as a dependent on your federal income tax return – they don’t have to be enrolled in Montefiore’s medical and/or dental plans.

• The Dependent Care Account is used to pay an individual or facility to provide day care for children under age 13 and/or an incapacitated adult you claim as a dependent on your federal income tax return. The care must be necessary so that you (and your spouse if you are married) can work.

**Life & Accident Insurance**

Life Insurance is designed to pay a benefit to your beneficiary if you die from any cause while coverage is in effect. Accidental Death & Dismemberment (AD&D) Insurance pays a benefit to you, if you lose sight or limb, or to your beneficiary, if you die as the result of an accident. In case of an accidental death, AD&D benefits are paid in addition to Life Insurance benefits. You make separate elections for Life and Accident Insurance.

• **Basic Life Insurance** – Montefiore provides Basic Life Insurance equal to one times your annual base salary (maximum covered salary is $250,000) – at no cost to you after you complete one year at Montefiore. If your annual base salary is greater than $50,000, you can lower your coverage to $50,000 to avoid imputed income. You can also waive coverage.

• **Supplemental Life Insurance** – You can elect Supplemental Life Insurance coverage from one to seven times your annual base salary (maximum covered salary is $250,000). The maximum Basic and Supplemental Life Insurance combined coverage is $1,000,000. You cannot elect Supplemental Life Insurance if you reduce or waive Basic Life Insurance coverage. Amounts in excess of four times your annual base salary (1x Basic/3x Supplemental coverage) require evidence of insurability. You pay the cost of Supplemental Life Insurance.

• **Basic AD&D Insurance** – Montefiore provides Basic AD&D Insurance equal to one times your annual base salary (maximum covered salary is $250,000) – at no cost to you after you complete one year at Montefiore. You can also waive coverage.

• **Supplemental AD&D Insurance** – In addition to your Basic AD&D Insurance, you can elect Supplemental AD&D Insurance coverage from one to seven times your annual base salary (maximum covered salary is $250,000). The maximum Basic and Supplemental AD&D Insurance combined coverage is $1,000,000. You must elect Basic AD&D coverage to elect Supplemental AD&D. No evidence of insurability is required. You pay the cost of Supplemental AD&D Insurance.
**Business Travel Accident (BTA) Insurance**

In addition to your Life and Accident Insurance, this plan pays benefits in case of your death or dismemberment as the result of an accident while traveling on Montefiore business. Montefiore provides BTA Insurance equal to four times your annual base salary (minimum $100,000/maximum $1,000,000) at no cost to you.

**Dependent Life Insurance**

You can select from two Dependent Life Insurance options or elect no coverage.

- $10,000 for your spouse or domestic partner; $5,000 for each child.
- $20,000 for your spouse or domestic partner; $10,000 for each child.

You pay the cost of Dependent Life Insurance.

**Disability**

Disability benefits continue part or all of your earnings if you are ill or injured and unable to work. Benefits are provided under the following programs:

- **Short Term Disability** – Includes Paid Sick Leave, Supplementary Sick Pay and New York State Statutory Disability benefits for up to 26 weeks. After you have exhausted your Paid Sick Leave, Supplementary Sick Pay provides \( \frac{2}{3} \) of your annual base earnings inclusive of New York State Disability or Worker’s Compensation benefits.
  - If you are in a senior management position, your maximum supplementary sick pay benefit is $2,500/week
  - If you are a physical therapist, non-union clerical associate or in a middle management position, your maximum supplementary sick pay benefit is $1,300/week.

- **Long Term Disability (LTD)** – After 26 weeks of total disability, Basic Long Term Disability (LTD) continues 60% of your predisability earnings. If your salary exceeds the following annual salary thresholds below for your employment classification, you have the option to purchase a supplemental LTD benefit. You pay the cost of mandatory Basic LTD and any Supplemental LTD coverage you elect with after-tax dollars.

<table>
<thead>
<tr>
<th>For</th>
<th>Annual Salary Threshold</th>
<th>Maximum monthly Basic LTD benefit</th>
<th>Maximum monthly Basic and Buy-up LTD benefit</th>
</tr>
</thead>
<tbody>
<tr>
<td>Senior Management</td>
<td>$120,000</td>
<td>$6,000/month</td>
<td>$6,000/month Basic</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>$9,000/month Supplemental</td>
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<tr>
<td></td>
<td></td>
<td></td>
<td>$15,000/month Combined</td>
</tr>
<tr>
<td>Physical Therapist, Middle Management or Non-union Clerical Associate</td>
<td>$60,000</td>
<td>$3,000/month</td>
<td>$3,000/month Basic</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>$2,000/month Supplemental</td>
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<tr>
<td></td>
<td></td>
<td></td>
<td>$5,000/month Combined</td>
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</tbody>
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In addition to disability benefits, the Plan contains a 403(b) Contribution Disability Benefit. If you are a participant in the Personal Voluntary Tax Deferred Annuity (PVA) 403(b) Plan and/or Tax Deferred Annuity (TDA) 403(b) Plan and are on long term disability – your and any Montefiore contributions stop. To help offset this reduction in retirement benefits, after you receive 12-months of LTD benefits, the LTD Plan will contribute up to 5% of your predisability covered monthly earnings to an individual annuity established on your behalf. The LTD Plan will make a contribution each month you are disabled (up to normal retirement age). The contribution will not exceed the combined PVA and TDA contributions you and Montefiore are making at the time you become disabled.

**Note:** If your covered earnings are more than $300,000 annually, you may also apply for up to $2,000 of Individual Disability Insurance (IDI) coverage.
Retirement

Montefiore Medical Center helps provide for your future financial security by making all of the contributions to the Tax Deferred Annuity (TDA) 403(b) Plan on your behalf and offering you the opportunity to contribute to the Personal Voluntary Tax Deferred Annuity (PVA) 403(b) Plan. The Principal Financial Group provides administrative services for both plans.

You make your own investment decisions based on your investment strategy and the level of risk you are willing to accept. You can change your allocations and transfer amounts among investment options. You may be eligible to borrow from your accounts and under certain circumstances you may make a withdrawal.

Tax Deferred Annuity (TDA) 403(B) Plan

If you are in an eligible position, Montefiore helps provide for your long-term financial security through the Tax Deferred Annuity (TDA) 403(b) Plan. This Plan is fully funded by Montefiore contributions and administered by The Principal Financial Group.

Beginning with the first pay period following your one year anniversary, the Medical Center will contribute the following percentage of your bi-weekly base salary each pay period – up to a maximum covered bi-weekly base salary of $6,538.46 ($170,000 annually):

- 10% if you are in a senior management position
- 8% if you are physical therapist, non-union clerical associate or in a middle management position.

You must meet a 3-year service requirement in order to become vested. Vesting is your non-forfeitable right to the value of your account – Montefiore’s contributions and earnings on these contributions.

Personal Voluntary Tax Deferred Annuity (PVA) 403(b) Plan

Your before-tax contributions are deducted from your paycheck and accumulate earnings on a tax-deferred basis.

You will automatically be enrolled in the PVA after 90 days at Montefiore. Your contributions (2% of your annual base salary) will be deducted on a bi-weekly basis. You must complete a Principal Easy Enrollment Form to decline participation or change your deferral percentage and to direct your investments.

The maximum dollar limit for PVA contributions is determined by the IRS and is adjusted annually. If you are age 50 or older you can make an additional “catch-up” contribution.

Paid Time-Off

Montefiore believes that providing time away from the responsibilities of work benefits everyone. Choice Time combines your paid time off for vacation, holidays and sick days into a Choice Time Bank and Long Term Sick Account (LTSA). Each pay period, you accrue hours equivalent to 1/26th of your annual allotment:

- 27 days for non-union clerical (non-exempt) associates (increasing to 37 days after 5 years of service; 42 days after 25 years of service)
- 37 days for physical therapists, executives and professional/managerial (exempt) associates (increasing to 42 days after 25 years service).

Once the time is credited, you can use your Choice Time at any time and for any reason, limited only by the operational needs of your department. Depending on your length of service and your non-exempt/exempt status, you can accrue up to a maximum of 36.5 to 56.5 days in your Choice Time Bank and 120 days in your LTSA. Bereavement days, jury duty and marriage days are not included in Choice Time.
Additional Benefit Opportunities

Montefiore also offers:

- Voluntary Group Legal Services to help pay all or part of the cost of a wide range of personal legal services. You pay the cost of any coverage you elect.

- Long Term Care coverage to pre-fund the cost of care for yourself or other family members through regular, after-tax payroll deductions. Contributions for coverage are based on the option elected and the individual’s age on the date of application. You pay the cost of this coverage.

- Transportation Reimbursement Incentive Program (TRIP) – a tax-effective way to pay some or all of your costs for parking and/or mass transit expenses. Contributions come out of your pay before-taxes.

- A Tuition Reimbursement Program designed to promote your continuous professional development and growth. Montefiore Medical Center reimburses your tuition, registration and laboratory fees – up to $3,000 each academic year (September 1 through August 31), for job-related courses leading to an undergraduate or graduate degree at an accredited institution.

This overview provides only highlights of the Montefiore Medical Center Associate Benefits Program in effect on January 1, 2008 and does not attempt to cover all details. The actual provisions of the plans are governed by the legal documents for each. If there is a discrepancy between the information presented here and the legal documents, the legal documents will govern.

Montefiore expects and intends to continue the plans indefinitely, but reserves the right to change, modify or terminate them, in whole or in part, at any time and for any reason.