The Annual Benefits Election Period begins on November 16th and ends December 1st.

Each year during this period, you have the opportunity to change your medical and/or dental options (as well as your coverage levels); add or remove family members; purchase Contributory Life Insurance coverage or change your Flexible Spending Account contributions.

You may want to review your benefits at this time to ensure your elections continue to meet your changing health care, financial and lifestyle needs.

If you need assistance, you should contact the HR-Benefits Office by email at montebenefits@montefiore.org or call (914) 378-6530. We will be pleased to assist you.

2010 Highlights!
• New Enrollment Materials
• Benefits Communication Survey
• Medical Care
  • Updated Inpatient and Outpatient Mental Health/Substance Abuse Benefits
  • Health Care Continuation for Students on Medical Leave
  • Expanded Dependent Coverage for HMO Participants
• Employee Assistance Program
• Flexible Spending Accounts
• Life Insurance
  • Beneficiary Designation
  • Evidence of Insurability
• Voluntary Tax Deferred Annuity 403(b) Plan
We Want To Hear From You!

We value your opinion and want to know what you think about the benefits materials you received this year. Take a brief online survey – it will only take a few minutes to complete. Your feedback will help us improve our future benefits communication. You can find a link to the survey on the Benefits CD, after you enroll on www.montebenefits.com or you can go directly to www.zoomerang.com/Survey/?p=WEB229JAQLFBB6.

You will notice that this year’s annual benefits election materials have a new “look and feel.” We have redesigned these communications to support the “go-green” initiative – using less paper and presenting your benefits information in a more cost-effective, user-friendly format.

Your 2010 Annual Benefits Election Kit includes:

• A new Benefits CD. This innovative approach makes it easier to access the information you need, provides links to MonteBenefits and other online resources including most of our benefit vendors. If you need a paper version of the contents of the Benefits CD or a replacement CD, please email Montefiore’s HR-Benefits Office at montebenefits@montefiore.org.

• A Medical Overview, which provides a side-by-side summary of the key features of each medical option including HMOs. This comparison should make it easier for you to review your medical options and choose the option that will work best for you and your family.

During Enrollment, Don’t Forget

• Personal Information – If you have had a change of name, address, or phone number during 2009, you should notify HR on a Change of Information Form.

• Health Care – Make sure you record each family member you wish to enroll in health care coverage! All enrolled family members must have their Social Security Numbers on file to be eligible for coverage.

• Flexible Spending Accounts – You must make a new Health Care and/or Dependent Care FSA election if you want either or both of these accounts in 2010, your current contributions will not roll over into next year.

• Life Insurance Beneficiary – Make sure your beneficiary designations are up-to-date for Life and AD&D Insurance.
Medical Care

If you choose family medical and/or dental coverage, make sure you record each family member you wish to enroll in health care coverage and provide the following information:

- Name
- Social Security Number
- Date of Birth
- Relationship.

All enrolled family members must have their Social Security Numbers on file to be eligible for coverage.

**Updated Mental Health/Substance Abuse Benefits**

To comply with the Mental Health Parity & Addiction Equity Act of 2008, the Montefiore Medical Center Health Plan for Registered Nurses will provide the same benefits for inpatient and outpatient Mental Health/Substance Abuse benefits as they do for any other condition. There will no longer be limits on frequency, number of visits or days of coverage.

<table>
<thead>
<tr>
<th>Montefiore Medical Center Health Plan for Registered Nurses</th>
<th>What Does the Plan Pay?</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>For Facility Charges</td>
</tr>
<tr>
<td>Copayments</td>
<td></td>
</tr>
<tr>
<td>In-hospital Care (in a general hospital or special treatment facility) – semi-private room and board, intensive care and medical supplies</td>
<td>100%</td>
</tr>
<tr>
<td>• Illness or injury</td>
<td></td>
</tr>
<tr>
<td>• Well/prenatue newborn</td>
<td></td>
</tr>
<tr>
<td>• Mental Health/Substance Abuse Care</td>
<td></td>
</tr>
<tr>
<td>Outpatient Mental Health Care</td>
<td>Not applicable</td>
</tr>
<tr>
<td>Outpatient Substance Abuse Care (in a day treatment facility)</td>
<td>100% no deductible</td>
</tr>
</tbody>
</table>

**Health Care Continuation for Students on Medical Leave of Absence**

Recent legislation – called Michelle’s Law – provides you with the opportunity to continue medical coverage for an eligible dependent student who would otherwise lose student status under the plan while on a “medically necessary leave of absence.” Coverage can generally continue for up to one year after the absence starts.
Expanded Dependent Coverage for HMO Participants

To comply with recent New York State legislation (New York State Coverage Expansion through Age 29 [Young Adult Option]), an unmarried child, who is no longer eligible for dependent coverage under your HMO because of age may be eligible to purchase individual coverage under the HMO group plans offered at Montefiore – as long as your HMO coverage continues.

To participate, your child must be unmarried, age 29 or younger, not insured or eligible for both medical and hospital benefits through his or her own employer and no longer eligible for dependent coverage. Your child does not have to live with a parent, be financially dependent on a parent or be a student to qualify. If your HMO coverage stops for any reason, your child loses the right to purchase individual coverage.

To obtain additional information, you should call the HMO. When you call, be sure to use the full name of the HMO. HMOs offer many different plans and you want to be sure you obtain information about the specific plan offered through Montefiore.

Employee Assistance Program (EAP)

The Employee Assistance Program (EAP) is a confidential resource that provides assistance with a range of personal issues. Examples include marital, parent-child, legal or financial difficulties, stress, depression, anxiety, grief reactions, substance abuse, or any other emotional or behavioral problem. The Program, which was introduced early in 2009, is available to you and your family.

The EAP is provided at no cost to you. Contact Longview Associates at (800) 666-5327 or online at www.ProblemsHaveSolutions.com.
Flexible Spending Accounts

A Flexible Spending Account (FSA) can help you save money!

Here’s how.

• You put money into a tax-free account each pay period.
• When you incur an eligible expense, you pay for it from your account.
• You pay no taxes when money is deposited into the account.
• You pay no taxes when you use your account to pay for eligible expenses.
• What you don’t pay in taxes you get to keep!

There are 2 separate accounts for 2 different types of expenses. Each one provides the same tax-saving opportunities.

You can contribute as little as $130 or up to:

• $2,000 annually to a Health Care FSA
• $5,000 annually to a Dependent Care FSA.

Health Care FSA

This account pays your out-of-pocket health care expenses including: deductibles, coinsurance, copayments, over-the-counter medicines, amounts above reasonable and customary limits, and other unreimbursed medical, dental, prescription drug, vision and hearing expenses. Use this account to pay expenses for anyone you claim as a dependent on your federal income tax return – whether or not they are enrolled in Montefiore’s medical or dental plans.

Dependent Care FSA

Use this account to pay an individual or facility to provide day care for your eligible family members – children under age 13 or incapacitated adults you claim as dependents on your federal income tax return. The Dependent Care FSA is strictly for day-care-related expenses you incur because you (and your spouse, if you are married) work or are looking for work – not for dependent health care expenses.

Important

You must make a new Health Care and/or Dependent Care FSA election if you want either or both of these accounts in 2010. Your current contributions will not roll over into next year.
Life Insurance

Life insurance pays a benefit to your beneficiary if you die while coverage is in effect. The benefit provides protection all during your active career with Montefiore, as long as you remain eligible.

- **Basic Non-contributory Life Insurance** – Montefiore provides Basic Non-contributory Life Insurance – based on your annual base salary (maximum $60,000) – at no cost to you.

- **Additional Contributory Life Insurance** – You can elect Additional Contributory Life Insurance of 25%, 50%, 75% or 100% of your Basic Non-contributory Life Insurance. You pay the cost of any additional contributory coverage based on the amount of coverage you choose and your age.

**Beneficiary Designation**

You must designate a beneficiary to receive the insurance benefit in the event of your death. The Annual Benefits Election Period is a good time to make sure that your beneficiary designations are up-to-date. We have included a CIGNA Beneficiary Designation Form in your election materials for your convenience. You can also find an electronic version of the form on the Benefits CD and on the MonteBenefits website at [www.montebenefits.com](http://www.montebenefits.com).

Complete the CIGNA Beneficiary Designation Form and return it to Montefiore’s HR-Benefits Office:

<table>
<thead>
<tr>
<th></th>
<th>111 East 210th Street</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>U.S. Mail:</strong></td>
<td>Bronx, NY 10467-2490</td>
</tr>
<tr>
<td><strong>Interoffice Mail or FedEx:</strong></td>
<td>6 Executive Plaza, Suite 112B</td>
</tr>
<tr>
<td></td>
<td>Yonkers, NY 10701</td>
</tr>
<tr>
<td><strong>Fax:</strong></td>
<td>(914) 378-6584</td>
</tr>
<tr>
<td><strong>Email:</strong></td>
<td><a href="mailto:montebenefits@montefiore.org">montebenefits@montefiore.org</a></td>
</tr>
</tbody>
</table>

**Evidence of Insurability**

Evidence of Insurability (EOI) will be required if during this Annual Benefits Election Period:

- You elect Additional Contributory Life Insurance for the first time after you have previously waived coverage

- You increase your Additional Contributory Life Insurance (your current coverage will remain in effect until your additional coverage has been approved).

If EOI is required, your new coverage and contributions won’t begin until you receive written approval from the insurance company.

Important

Make sure your Life and AD&D Insurance beneficiary designations are up-to-date.
Montefiore Medical Center Voluntary Tax Deferred Annuity 403(b) Plan

Maximum contributions are determined by the IRS and are adjusted annually. Plus, there are two “catch-up” opportunities:

- If you are age 50 or older and you contribute the maximum permitted amount, you are eligible to make an annual Age 50+ Catch-up contribution.

- If you have worked for Montefiore for at least 15 years and your previous Voluntary Tax Deferred Annuity 403(b) contributions did not exceed an average of $5,000 for each year of service, you may be eligible to contribute up to a maximum of $15,000 of 15+ Years of Service Catch-Up contributions, limited to $3,000 in any one year.

If you are eligible for both types of catch-up contributions, the dollars that you contribute as catch-up contributions will first be treated as 15+ Years of Service Catch-Up contributions to the maximum extent permissible, then as Age 50+ catch-up contributions.

Maximum Voluntary Tax Deferred Annuity 403(b) contribution amounts for 2010 are shown below.

<table>
<thead>
<tr>
<th>If you:</th>
<th>The maximum you can contribute is:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Are under age 50</td>
<td>$16,500</td>
</tr>
<tr>
<td>Qualify for the full annual 15+ Years of Service Catch-up Contribution</td>
<td>$19,500 (16,500 + $3,000)</td>
</tr>
<tr>
<td>Qualify for the Age 50+ but not the 15+ Years of Service Catch-up Contribution</td>
<td>$22,000 (16,500 + $5,500)</td>
</tr>
<tr>
<td>Qualify for the Age 50+ and the 15+ Years of Service Catch-up Contributions</td>
<td>$25,000 (16,500 + $3,000 + $5,500)</td>
</tr>
</tbody>
</table>

At any time during the year, to elect the Voluntary Tax Deferred Annuity 403(b) Plan, change your election and/or if you are eligible for and want to make a “catch-up” contribution, contact Principal at (800) 547-7754 or go online to www.principal.com.
Use this Checklist to prepare for annual enrollment. Complete each section so you have the information you need when you enroll.

| ✓ | Log on to Montefiore’s Benefits Website – www.montebenefits.com – or call the Benefits Enrollment Call Center (888) 860-6166, Monday through Friday between 8am and 8pm EST. You’ll speak to an enrollment specialist who will help you enroll. Review your current information (address, phone number, etc.) and notify HR of any corrections on a Change of Information Form (a copy is located under the Resource section on the Benefits CD). | Your Username: |
| ✓ | Provide the name, date of birth, relationship and Social Security Number of each family member you wish to enroll in health care coverage. Write your dependents’ information here: | 1. |
| ✓ | Designate and/or update your beneficiary for Basic Non-contributory and Contributory Life, AD&D and BTA Insurance. Write your beneficiary(ies) names and Social Security Number(s) here: | 1. |
| ✓ | Choose your coverage. Review your choices, determine your costs, and then make your selections. | Your 2010 FSA Contributions (if you choose to enroll) |
| | | Health Care Account: $ |
| | | Dependent Care Account: $ |

This Newsletter provides only highlights of the Registered Nurses Benefits Program as outlined in the collective bargaining agreement between Montefiore Medical Center and the New York State Nurses Association (NYSNA) and serves as a Summary of Material Modifications to the Summary Plan Description dated August 2009 describing the Montefiore Medical Center Registered Nurses Benefits Program, Montefiore Medical Center Multi-Benefit Cafeteria Plan and the Montefiore Medical Center Insured Benefit Plan with respect to Registered Nurses benefits. It describes benefit changes as well as additional Plan administrative information required by the Employee Retirement Income Security Act of 1974 (ERISA) and the Health Insurance Portability and Protection Act (HIPAA). You can find additional information about the Registered Nurses Benefits Program on the Benefits CD and on Montefiore’s Benefits Website at www.montebenefits.com.

The actual provisions of the plans that make up the Registered Nurses Benefits Program are governed by the legal documents for each. If there is a discrepancy between the information presented here, in the Summary Plan Description and the legal documents, the legal documents will govern.

Montefiore Medical Center expects to continue these plans indefinitely, but reserves the right to change, modify or terminate the Plans, through its Board of Trustees, in whole or in part, at any time and for any reason. In addition, the tax treatment of these benefits is subject to change without notice, as determined by federal, state or local tax authorities.