# The Medical Center of Plano
## Benefits for Today and Tomorrow

<table>
<thead>
<tr>
<th>Benefit</th>
<th>Effective</th>
<th>Explanation of Benefit</th>
</tr>
</thead>
<tbody>
<tr>
<td>Health &amp; Wellness</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Medical Insurance</td>
<td>30 days from hire</td>
<td>HCA Smart Care Plan PPO (with optional Medical Rider and Prescription Rider)</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Cigna Health Care Open Access Plus</td>
</tr>
<tr>
<td>Dental Insurance</td>
<td>30 days from hire</td>
<td>Metlife PPO</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Cigna DHMO</td>
</tr>
<tr>
<td></td>
<td></td>
<td>CompBenefits DHMO</td>
</tr>
<tr>
<td>Vision Care</td>
<td>30 days from hire</td>
<td>EyeMed</td>
</tr>
<tr>
<td>Long Term Care Insurance</td>
<td>1st of the month following one month of service</td>
<td>Aetna US Healthcare</td>
</tr>
<tr>
<td>Health &amp; Wellness</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Employee Life Insurance</td>
<td>30 days from hire</td>
<td>Basic life coverage of 1x annual base pay is provided. Additional coverage of up to 5x annual base pay is available.</td>
</tr>
<tr>
<td>Dependent Life Insurance</td>
<td>30 days from hire</td>
<td>$5,000 per dependent OR $10,000 per dependent OR $25,000 spouse and $10,000 per dependent OR $50,000 spouse and $10,000 per dependent</td>
</tr>
<tr>
<td>Short Term Disability</td>
<td>1st of the month following one month of service</td>
<td>Replaces up to 60% of income lost due to a non-work related injury. Available after a 14 day period without working.</td>
</tr>
<tr>
<td>Long-Term Disability</td>
<td>30 days from hire</td>
<td>Works in conjunction with other sources of disability benefits to replace 50% to 60% of the employee’s base pay prior to the disability. Available after a five month period without working.</td>
</tr>
<tr>
<td>Healthcare and Child Care Spending Accounts</td>
<td>30 days from hire</td>
<td>Employees can elect to set aside pre-tax dollars to pay for eligible healthcare and childcare expenses.</td>
</tr>
<tr>
<td>Domestic Partner Benefits</td>
<td>30 days from hire</td>
<td>Same-sex domestic partners are eligible for medical, dental, vision and dependent life plans.</td>
</tr>
<tr>
<td>Time Off From Work</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Paid Time Off (PTO)</td>
<td>Following three months of employment</td>
<td>Includes all vacation, holidays and unexpected absences. Accrual rates are based on status and years of service. New employees working full time will earn 6.15 hours per pay period, or 160 hours per year.</td>
</tr>
<tr>
<td>Extended Illness Bank (EIB)</td>
<td>Following three months of employment</td>
<td>Employees accrue hours to be used for extended illnesses and/or injuries. The accrual rate for new employees working full time is 3.08 hours per pay period, or 80 hours per year. Employees must use 16 consecutive hours of PTO before utilizing EIB time.</td>
</tr>
<tr>
<td>Bereavement</td>
<td>Following three months of employment</td>
<td>Employees receive paid time off for a death in the immediate family (FT—24 hours and PT—12 hours).</td>
</tr>
<tr>
<td>Jury Duty</td>
<td>Immediately</td>
<td>Employees receive base pay for scheduled hours missed while on jury duty.</td>
</tr>
<tr>
<td>Leave of Absence</td>
<td>Following six months of employment</td>
<td>Employees may be granted an extended leave due to medical, family, military, education or personal reasons.</td>
</tr>
</tbody>
</table>
# The Medical Center of Plano
## Benefits for Today and Tomorrow (cont.)

<table>
<thead>
<tr>
<th>Benefit</th>
<th>Effective</th>
<th>Explanation of Benefit</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Retirement &amp; Savings</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>401(k) Plan</td>
<td>1st of the month following two months of service</td>
<td>Employees may contribute pre-tax dollars with the facility matching 3% to 9% of the annual salary based on years of service. Complete vesting occurs after 6 years.</td>
</tr>
<tr>
<td><strong>Additional Benefits</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Tuition Reimbursement</td>
<td>Following one year of service</td>
<td>Financial assistance for any formal job related education. Full time employees are eligible for up to $5250 per year and part time employees are eligible for up to $2625 per year in assistance.</td>
</tr>
<tr>
<td>Wells Fargo Student Loan Program</td>
<td>Immediately</td>
<td>Low cost, long-term educational financing for employees.</td>
</tr>
<tr>
<td>Adoption Assistance</td>
<td>Following one year of service</td>
<td>Financial assistance of up to $2,000 for costs associated with adopting a child.</td>
</tr>
<tr>
<td>Legal Benefit</td>
<td>1st of the month following one month of service</td>
<td>Low cost legal services provided through the Legal Club of America.</td>
</tr>
<tr>
<td>Employee Assistance Program</td>
<td>Immediately</td>
<td>Provides confidential counseling, legal and credit counseling for employees and their families.</td>
</tr>
<tr>
<td>Metlife Auto &amp; Home Insurance</td>
<td>Immediately</td>
<td>Automobile and homeowners insurance for employees with the convenience of payroll deduction.</td>
</tr>
<tr>
<td>Consumer Discounts</td>
<td>Immediately</td>
<td>Employees are eligible for discounts on products and services from AT&amp;T, Sprint PCS, Verizon Wireless, Dell Computer, Hewlett Packard and many other companies.</td>
</tr>
<tr>
<td>Continuing Education</td>
<td>Immediately</td>
<td>Unlimited access to online continuing education courses through Nursing Spectrum and Texas Tech University Health Science Center.</td>
</tr>
<tr>
<td>Direct Deposit</td>
<td>Immediately</td>
<td>Automatic deposit of paycheck into any checking or savings accounts.</td>
</tr>
<tr>
<td>Discount Tickets</td>
<td>Immediately</td>
<td>Employees may purchase discounted tickets to various local events.</td>
</tr>
<tr>
<td>Cafeteria Discount</td>
<td>Immediately</td>
<td>All employees receive a 20% discount in the hospital cafeteria.</td>
</tr>
<tr>
<td>Free Parking</td>
<td>Immediately</td>
<td>Free parking privileges, including a covered parking garage for employees.</td>
</tr>
</tbody>
</table>