

**2011**

# Summary of Benefits

## at Mayo Clinic in Arizona

**Mayo School of Graduate Medical Education Appointees, Mayo Graduate School, Pharmacy and Chaplain Residents, Research Associates**

Medical and Dental						
Description of Plans	Mayo Universal		Mayo Choice		Mayo Horizon	
	Health plan coverage for specified medical services and prescription drugs. Cost sharing is reflected in employee contributions through premiums, deductibles, coinsurance and/or copayments.					
	<i>In-Network</i>	<i>Out-of-Network</i>	<i>In-Network</i>	<i>Out-of-Network</i>	<i>In-Network</i>	<i>Out-of-Network</i>
<b>Co-Insurance</b>	10% for most care	30% for most care	20% for most care	40% for most care	10% for most care	40% for most care
<b>Cost Sharing Amounts</b>						
a. Annual Deductible <i>Note: Annual deductible must be met before plan benefits will begin. Under Mayo Universal and Mayo Choice, copayments do not apply toward deductible and deductible does not apply toward Out-of-Pocket Maximum.</i>	None	\$250 per person; \$500 per family	\$250 per person; \$500 per family	\$575 per person; \$1,150 per family	Employee: \$1,250 EE+Spouse: \$2,500 EE+Child(ren): \$2,500 Family: \$3,400	
b. Annual Out-of-Pocket Maximum <i>Note: Includes separate annual limits. Some costs do not apply to these limits. Copayments do not apply toward Out-of-Pocket Maximum.</i>	\$1,100 per person; \$2,200 per family	\$2,200 per person; \$4,400 per family	\$2,400 per person; \$4,400 per family	\$2,750 per person; \$5,500 per family	Employee: \$1,800 EE+Child(ren): \$3,600 EE+Spouse: \$3,600 Family: \$4,800	Employee: \$5,000 EE+Child(ren): \$6,250 EE+Spouse: \$6,250 Family: \$7,500
c. Mayo provided Health Savings Account	None	None	None	None	Employee: \$900 Employee + Child(ren): \$1800 Employee + Spouse: \$1800 Family: \$2500	
<b>Physician Visits</b>						
a. Primary care	a. \$0	a. 30%	a. \$0	a. 40%	a. 10%	a. 40%
b. Specialty care	b. \$25	b. 30%	b. \$25	b. 40%	b. 10%	b. 40%
c. Urgent care	c. \$40	c. 30%	c. \$40	c. 40%	c. 10%	c. 40%
d. Emergency room	d. \$50	d. 30%	d. \$50	d. 40%	d. 10%	d. 40%
<b>Preventive Care Services</b> <i>Based on age and frequency determined by the plan.</i>	\$0	Not covered	\$0	Not covered	\$0	Not covered

Medical Premiums for 2011	Mayo Universal		Mayo Choice		Mayo Horizon	
	Monthly	Per Pay Period	Monthly	Per Pay Period	Monthly	Per Pay Period
Full-Time Employee Premiums (0.75 -1.0 FTE)						
Employee	\$77	\$38.50	\$28	\$14	\$11	\$5.50
Employee + Child(ren)*	\$147	\$73.50	\$53	\$26.50	\$21	\$10.50
Employee + Spouse*	\$163	\$81.50	\$59	\$29.50	\$23	\$11.50
Family*	\$249	\$124.50	\$90	\$45	\$35	\$17.50

Note: The premium is taken out of the first two pay periods per month, so the amount shown per pay period is taken out of your pay check 24 times per year.

\* Same-gender domestic partners and their children are also eligible for coverage.

Dental Plan Options (choose one)			
Delta Care		Mayo Reimbursement Account	
<b>How the Plans Works</b>	This plan gives you maximum flexibility, network savings and a commitment to service. Basic services are covered at 80%. The calendar year maximum benefit is \$1,000 per person.		Annually, Mayo makes a contribution of \$1,100 to your account. You can submit claims for you and your family for eligible dental, vision and hearing aid expenses. Not available to participants in Mayo Horizon.
<b>Choice of Providers</b>	When you choose a dentist that participates in the Delta Dental PPO network, you receive quality care and the highest cost savings on services received. Delta Dental Premier network also provides high quality care and network savings, which can lower your out-of-pocket costs.		You have the choice of any provider.
<b>Orthodontic Coverage</b>	\$1,500 per person		Mayo makes a one time, lifetime maximum contribution of \$1,500 per employee and eligible dependent.
<b>Dental Plans Premium</b>	<b>Delta Dental</b>		<b>Mayo Reimbursement Account</b>
	Monthly	Per Pay Period	
Full-Time Employee Premiums (0.75 -1.0 FTE)			
Employee	\$9.00	\$4.50	None
Employee + 1	\$18.00	\$9.00	None
Family	\$26.00	\$13.00	None

Health and Wellness	
Benefit	Description of Benefit
<b>Prescription Drug Plan</b>	Employees will receive pharmacy benefits if enrolled in a Mayo Medical Plan.
<b>Wellness Program</b>	Mayo Clinic offers a health promotion program called LiveWell to promote healthy lifestyles by providing health and wellness activities to Mayo Clinic employees, retirees and dependents. Visit our website <a href="http://www.LiveWellatMayo.com">www.LiveWellatMayo.com</a>

Flexible Spending Account (FSAs)		
Benefit	Contribution By	Description of Benefit
<b>Health Care FSA</b>	<b>Employee contributes each biweekly payroll</b>	Permits reserve of pretax income (up to \$5,000 maximum annual contribution) to pay for eligible medical and/or dental expenses incurred but not covered by other insurance or reimbursement plans. Not available to participants in Mayo Horizon.
<b>Dependent Care FSA</b>	<b>Employee contributes each biweekly payroll</b>	Permits reserve of pretax income (up to \$5,000 maximum annual contribution) to pay for eligible child or other dependent care expenses.

Mayo Provided Time Off		
Benefit	Contribution By	Description of Benefit
Short-Term Disability	Mayo	Covers the first three months of disability with full stipend/salary if stipend is paid by Mayo.
Long-Term Disability	\$0.30 per \$100 of monthly benefit	If enrolled in the term life and disability insurance program, long-term disability benefits will commence after the first three months of total disability. Benefit is 180% of stipend/salary subject to a maximum benefit of \$55,000 per year. Term life, dental, hospitalization, major medical insurance coverage may be continued through arrangements with the Department of Human Resources.

Financial and Retirement		
Benefit	Contribution By	Description of Benefit
Mayo Pension Plan (Research Associates only)	Mayo	A defined benefit plan with the purpose of providing income following retirement from a career of service with Mayo Clinic. The benefit payable at termination or retirement is based on a formula using years of service and final average pay. It is offset by a Social Security covered compensation factor. Vesting occurs at age 28 with three or more years of benefit service or with five years of vesting service from age 18 with some benefit service.
Optional 403(b) Plan or 401(k) Plan	Employee contribution No employer match	Allows employee to contribute pretax or post-tax Roth dollars to an investment plan administered by Fidelity Investments. You may generally defer up to 50% of stipend/salary annually or \$16,500 annually, whichever is less (IRS 2011 limit of \$22,000 if 50 years of age or older).  All benefit eligible new hires and newly benefit eligible employees will be automatically enrolled in the plan at a 4% pretax deferral rate. Professional asset management is available for a fee provided by Financial Engines, LLC.

Survivor's Benefits and Optional Insurance		
Survivors' Benefits		
Benefit	Employee Cost	Description of Benefit
Term Life Insurance*	\$2.40 per month/ single coverage \$3.40 per month/ married coverage	Appointee: \$50,000 death benefit Family: \$25,000 death benefit on spouse \$10,000 death benefit on each child
Additional Plan Term Life Insurance	· \$2.40 per month · \$4.80 per month · \$7.20 per month	<b>Must be enrolled in the basic plan</b> to be eligible · Additional \$50,000 death benefit on appointee · Additional \$100,000 death benefit on appointee · Additional \$150,000 death benefit on appointee
Professional Liability Insurance	No cost	Coverage for event regardless of when claim is made
Voluntary Accidental Death & Dismemberment (AD&D) Insurance	\$0.20 per \$10,000 coverage/month	Provides voluntary supplemental AD&D coverage of \$10,000 to \$225,000 if accidental death, or prorated amount for dismemberment
Excess Personal Liability	\$22 or \$32 per month	Through Hirman Insurers, provides protection of \$3 million or \$5 million in umbrella insurance coverage, beyond requisite personal homeowner/renter and automobile insurance limits.
Long-Term Care Insurance	Rates based on age at date of issue	Assistance with daily living expenses through CNA Insurance Companies. Available to spouse or same-gender domestic partner, parents, grandparents, in-laws and Mayo retirees.
Auto/Home/Renter's Insurance	Varies	Personal auto/home and renter's insurance offered through Hirman Insurers. Premiums are paid through payroll deduction.
Identity Theft Insurance	\$69 per year	\$25,000 in expense reimbursement after a \$500 deductible. The plan offers a comprehensive advocacy service throughout the resolution process. All members of household are covered under a single contract.

\* Long-Term Disability and Term Life Insurance are both included in the Basic Group and Family Term Life and Disability Insurance Plan. Make one election for this plan and receive both coverages.

Employee Services		
Benefit	Contribution By	Description of Benefit
Adoption Assistance	Mayo	Covers up to \$10,000 of eligible legal and agency expenses. Covers \$500 for adoption of a stepchild.
Employee Assistance Program (EAP)	Mayo	Confidential problem identification/assessment services for workplace and/or personal issues.

## Work-Life Balance

Benefit	Contribution By	Description of Benefit
<b>Student Services and Activities Program</b>	<b>Employee</b>	Free and discounted events and services, including child-care facility discounts, movie passes, special attractions, events, credit unions, and group banking. Mayo Clinic in Arizona partners with <a href="http://www.employeeenetwork.com">www.employeeenetwork.com</a> in offering employee discounts.
<b>Child Care Referral Service</b>	<b>Mayo</b>	Referrals and information for child-care services and discounts.
<b>Sick Child and Back up Care Programs</b>	<b>Mayo and Employee</b>	Designed to allow staff members to report to work as scheduled when children are ill or regular care is unavailable.
<b>Fitness Centers</b>	<b>Employee</b>	Mayo Clinic in Arizona partners with local fitness centers to offer discounted memberships and in some cases, a payroll deduction.
<b>On-Site Child Care/Development Center</b>	<b>Mayo and Employee</b>	The Mayo Clinic Employee Childcare Center is located on the Phoenix Campus. They are open from 6:15am to 7:45pm Monday through Friday and offer services for infants through preschool.
<b>Elder Care Program</b>	<b>Mayo and Employee</b>	Elder Care program offers in-home providers. Designed to allow employees to report to work as scheduled when unexpected elder care issues arise (e.g., normal care options fall through or need is short-term due to recovery from an illness). Mayo subsidizes costs for the elder care program.

All conditions of employment include, but are not limited to, hours, benefits and salary that are subject to change by Mayo Clinic at any time. The information herein is abridged for illustrative purposes only. The content of this brochure should not be construed as complete or binding. Benefits are subject to change. The Summary Plan Description is the definitive source of information.



13400 East Shea Boulevard  
Scottsdale, Arizona 85259  
[www.mayoclinic.org](http://www.mayoclinic.org)

MC1090-43rev1210