

2011 EMPLOYEE BENEFITS



BENEFIT	Status	Cost (per pay period)	When You Are Eligible	What You Receive												
PTO (Paid Time Off) Full-time and part-time employees who are scheduled 21-40 hours per week will accrue PTO time according to years of service and by the hours that they are normally scheduled to work.	Full-time	Hospital paid	32-40 hours/week	Refer to PTO/EIB policy for accruals												
	Part-time	Hospital paid	21-31 hours/week	Refer to PTO/EIB policy for accruals												
EIB (Extended Illness Benefit)	Full-time	Hospital paid	Eligibility after (3) consecutive missed scheduled work days of absence with approved FMLA	4.0 hours accrued per pay period												
	Part-time	Hospital paid		2.0 hours accrued per pay period												
Leave of Absence Family Medical, Educational, Personal, Military, General Medical	All		12 cumulative months of service and 1,250 hours preceding date FMLA commences	FMLA leave - up to 12 weeks Military leave - up to 26 weeks												
Retirement Plan 401(k) Defer 1-50% of salary or choose a whole dollar amount. Match 100% based on years of service.	All	Employee paid/ Hospital matched	Automatically enrolled 1st of month following 2 months of employment*	<table border="1"> <thead> <tr> <th>Years of Service</th> <th>HCA 401(k) Plan Match</th> </tr> </thead> <tbody> <tr> <td>0-4</td> <td>100% of 3%</td> </tr> <tr> <td>5-9</td> <td>100% of 4%</td> </tr> <tr> <td>10-14</td> <td>100% of 6%</td> </tr> <tr> <td>15-19</td> <td>100% of 7%</td> </tr> <tr> <td>25+</td> <td>100% of 9%</td> </tr> </tbody> </table>	Years of Service	HCA 401(k) Plan Match	0-4	100% of 3%	5-9	100% of 4%	10-14	100% of 6%	15-19	100% of 7%	25+	100% of 9%
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25+	100% of 9%															
Retiree Medical Insurance Retired employees age 55 to 65 with 10 or more years vested service with HCA are eligible.	See HR for details.															
*Enrolled at 3% and automatically increased by 1% each year, unless employee opts out. Vesting-always 100% vested in your contributions to 401(k) Salary deferral; 3-year vesting schedule for employer contributions.																
**6-year graduated vesting schedule to be 100% vested.																

BENEFIT	Status	Cost (per pay period)				When You Are Eligible	What You Receive
		Emp.	EE + 1	EE + 2	EE + 3		
2011 Medical Plans		Emp.	EE + 1	EE + 2	EE + 3	First of month following 2 months of employment.	Refer to benefit summary for plan specifics.
No Coverage	Full-time	\$0	\$0	\$0	\$0		
	Part-time	\$0	\$0	\$0	\$0		
Well Care Level 1	Full-time	\$10.38	\$52.51	\$65.54	\$78.77		
United Options PPO	Part-time	\$34.19	\$100.14	\$125.17	\$150.21		
Well Care Level 2	Full-time	\$20.32	\$72.39	\$90.49	\$108.59		
United Options PPO	Part-time	\$44.13	\$120.02	\$150.02	\$180.03		
Well Care Level 3	Full-time	\$71.39	\$174.52	\$218.16	\$261.79		
United Options PPO	Part-time	\$95.20	\$222.15	\$277.69	\$333.23		
<u>EHAF (Employee Health Assistance Fund)</u>	Full-time and Part-time if eligible						Assists benefit-eligible employees for subsidizing the out-of-paycheck costs for HCA health insurance coverage
Dental Insurance		Emp.	EE + 1	EE + 2	EE + 3	First of month following 2 months of employment.	Refer to benefit summary for plan specifics.
No Coverage	Full-time	\$0	\$0	\$0	\$0		
	Part-time	\$0	\$0	\$0	\$0		
MetLife Dental PPO	Full-time	\$7.28	\$14.56	\$20.41	\$26.25		
	Part-time	\$9.37	\$18.75	\$26.24	\$33.76		
Dental HMO - Cigna	Full-time	\$5.34	\$10.61	\$15.56	\$19.66		
	Part-time	\$6.97	\$13.86	\$20.32	\$25.70		
Dental HMO - Humana Comp. Dent.	Full-time	\$3.77	\$7.27	\$9.07	\$10.88		
	Part-time	\$4.91	\$9.49	\$11.85	\$14.23		
Vision Insurance		Emp.	EE + 1	EE + 2	EE + 3	First of month following 2 months of employment.	Refer to benefit summary for plan specifics.
Eye Med Vision Care	Full-time	\$3.00	\$4.59	\$6.23	\$7.68		
	Part-time	\$6.50	\$9.95	\$13.50	\$16.64		
<u>Long-term Disability</u>	Full-time	Based on wage and age.				First of month following 2 months of employment.	50% coverage; 60% coverage
<u>Life Insurance</u>	Full-time Part-time	Paid by hospital Paid by employee-up to \$15,000 of coverage				First of month following 2 months of employment.	One times annual salary (1 x pay amount)
<u>Supplemental Life Insurance</u>	Full-time	Employee paid based on age and wage				First of month following 2 months of employment.	2x; 3x; 4x; 5x annual salary
<u>Dependent Life Insurance</u>	Full-time	Employee paid based on amount of coverage				First of month following 2 months of employment.	\$5,000 or \$10,000 Term Insurance for each person, or \$25,000 or \$50,000 for spouse and \$10,000 for dependents
	Part-time	Employee paid based on amount of coverage				First of month following 2 months of employment.	\$5,000 option for all dependents

2011 ADDITIONAL BENEFITS

BENEFIT	Full-time	Part-time	PRN
Flexible Spending Account Medical-Vision/Child Care	Yes	Yes	No
CorePlus Benefits			
Legal Assistance	Yes	Yes	No
Long-Term Care	Yes	Yes	No
Auto & Home Insurance	Yes	Yes	No
Universal Life Insurance	Yes	Yes	No
Career Benefits			
Management training for managers and supervisors	Yes	Yes	Yes
Wells Fargo Student Loans			
Borrow up to \$25,000/year for all education-related expenses	Yes	Yes	Yes
Transfer Opportunities			
In hospital and within the HCA hospital network	Yes	Yes	Yes
Tuition Assistance			
Up to \$6,000 FT; \$3,000 PT, per year upon approval	Yes	Yes	No
Adoption Plan			
1 year service/Annual maximum benefit is \$7,000	Yes	No	No
Credit Union			
Skylight Card (debit card) available to anyone	Yes	Yes	Yes
Employee Assistance Plan			
For employees and dependents; confidential counseling; limited sessions at no cost	Yes	Yes	Yes
Wellness Benefit			
<u>YMCA</u> - Hospital pays half of individual/family memberships (payroll deduction); exercise equipment, pool, sauna, fitness classes at 2 locations	Yes	Yes	No
<u>Julie's Boot Camp</u> - discount for classes which are geared to work out the entire body and increase physical fitness, classes held on campus, one hour each.	Yes	Yes	Yes
Awards & Recognition			
Service Awards Banquet- Given in recognition for years of service	Yes	Yes	Yes
Star Awards - Employees recognized monthly for "Star" performance	Yes	Yes	Yes
Daisy Award - Given quarterly to an RN for extraordinary patient care	Yes	Yes	Yes
e3 Program- Rewards employees who provide excellent service	Yes	Yes	Yes
Incentive Bonus Program- See Human Resources for details	Yes	Yes	Yes
Retirement Recognition - Reception and gift based on years of service	Yes	Yes	Yes
Kentucky Nurse Day Recognition	Yes	Yes	Yes
Nursing Year in Review Banquet	Yes	Yes	Yes
Celebrate our Success Banquet	Yes	Yes	Yes
Scholarship Program			
1 year service; for dependent children; \$500 - \$4,000 based on financial need; apply annually in January	Yes	No	No
Connie Hromyak Scholarship*			
Employees enrolled in a credited BA, BSN, MA, or MSN degree program that displays the qualities of honesty, integrity, compassion, courage and generosity. (\$2,500 per year, \$5,000 Lifetime maximum). *Certain restrictions apply, see HR for details.	Yes	Yes	No

2011 ADDITIONAL BENEFITS

OTHER

HCA Hope Fund - offers financial aid to HCA employees who have been affected by disasters, extended illness/injury or other special situations. See HR for details.

Discounted tickets - to theme parks, aquarium, Louisville Zoo, etc.

Employee Activities Team - Hospital sponsored activities for employees, their children and grandchildren; include Easter egg hunt, Hospital picnic, Halloween trick-or-treat, Christmas party, etc. Activities are posted throughout the year.

Employee Birthday - set of movie passes and Baskin Robbins gift cards annually on your birthday.

Financial Education Courses - free to all employees.

Grissom-Landrum Scholarship Fund - Centre College students who are children of employees of HCA facilities are eligible. The scholarship is renewable for three years.

Western Governors University - WGU offers accredited bachelor's and master's degree programs in health professions (including nursing), business and information technology. You are eligible for a 10% tuition discount and a \$65 application fee waiver.

iStudySmart.com - HCA partnership with the nation's premier provider of online studies, to offer college courses online at a fraction of normal college tuition. Courses cover areas such as business, social sciences, natural sciences, humanities and nursing.

Notary Public - notary service is available to employees free of charge during the normal working hours of the notary.

Consumer Discount Program- LifeSavers consumer discounts program that includes more than 200 exclusive discounts and special offers at some of the world's most popular retailers.

Caregiver Network - Sittercity is America's largest and most trusted online source for in-home caregivers, with more than one million nationwide caregiver profiles.