

Benefits At a Glance

The Best Place to
Get Care.

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The Best Place to
Give Care.



Mission Statement

Saint Luke's Health System is a faith-based, not-for-profit aligned health system committed to the highest levels of excellence in providing health care and health related services in a caring environment. We are dedicated to enhancing the physical, mental and spiritual health of the communities we serve.



The Best Place to Get Care.

The Best Place to Give Care.

Saint Luke's Health System (SLHS) recognizes that our employees are the most important part of being the premiere provider of healthcare and wellness programs and services. It's only fitting that employees, along with their families—should have access to a top-notch array of benefits.

Our benefits provide each individual an opportunity to select specific levels of coverage that will best fit their lifestyle, family needs and financial responsibilities.

To give you an overview of the individual benefits offered, each benefit is highlighted on the following pages.



We are interested in attracting and retaining the best people, that's why the SLHS benefits package includes so many options.

YOUR HEALTH MATTERS

SLHS believes, and reflects through our Mission Statement, that the health and wellness of our employees is critical to the continued success of our health care system. To support and encourage the health of our employees, SLHS offers many different health enhancement programs. These programs are designed to engage employees and support each individual in their own personal health goals. As an employee you will be encouraged to maintain your *Physical, Emotional and Spiritual* health.

SLHS Benefit Plan Descriptions At a Glance

Type of Benefit

Health Plan
Eligibility: 32 scheduled hours per pay period.
Effective: The first of the month after completing 90 days of eligibility. *Note:* Early enrollment options are available for the Health Plan only, effective the first of the month following the employee’s date of hire. Optional Enrollment rates will apply until the 90 day wait is complete..



Benefit Options

The SLHS Employee Health Plan offers Health, Prescription Drug and Vision Benefits. Coverage under the Plan is determined by the medical professional and facility you elect to receive care from. There are three Networks under the Plan:

- ◆ **In-Network:** Provides coverage for eligible expenses when you receive services from an Aetna Open Choice PPO Network Provider and /or facility. This network includes additional advantages when you receive services from a SLHS medical professional at a SLHS Facility
- ◆ **Non-Network:** Provides coverage for eligible expenses when you receive services from a medical professional who is not part of the Aetna Network and you are not receiving care at a SLHS facility.
- ◆ **Prescription Drug:** Provides coverage based on three Copay tiers: Generic (\$10), Preferred Brand (\$40) and Non-Preferred Brand (\$65). **V**
- ◆ **Vision:** The base coverage under the Health Plan provides one eye exam. The voluntary vision buy-up offers additional lens/frame or contact lens care coverage. An additional premium is applied for vision buy-up coverage.

Health Plan Cost (per pay period)

	Premium with Simple Steps HRA & Biometrics Screenings	Optional Enrollment
Employee Only	\$43.30	\$86.60
Employee + Spouse	\$121.00	\$242.00
Employee + Child(ren)	\$111.25	\$222.50
Employee + Family	\$156.20	\$312.40

SLHS Benefit Plan Descriptions At a Glance (cont.)

Type of Benefit	Benefit Options																						
<p>Dental Plan Eligibility: 32 scheduled hours per pay period. Effective: The first day of the month after completing 90 days of eligibility.</p>	<p>SLHS Employee Dental Plan offers three levels to elect from:</p> <ol style="list-style-type: none"> 1. Preventative Plan: Covers Diagnostic and Preventative Services 2. Comprehensive Plan: Covers Diagnostic and Preventative, Basic Services and Major Restorative. A deductible applies to eligible expenses. 3. ComprehensivePlus Plan: Covers Diagnostic and Preventative, Basic Services, Major Restorative and Orthodontic Services. A deductible applies to eligible expenses. <p>Dental Plan Cost (per pay period)</p> <table border="0" style="width: 100%; text-align: center;"> <thead> <tr> <th></th> <th>Preventive</th> <th>Comprehensive</th> <th>Comprehensive Plus</th> </tr> </thead> <tbody> <tr> <td>Employee Only</td> <td>\$3.71</td> <td>\$6.63</td> <td>\$9.88</td> </tr> <tr> <td>Employee + Spouse</td> <td>\$6.18</td> <td>\$13.96</td> <td>\$20.64</td> </tr> <tr> <td>Employee + Child(ren)</td> <td>\$5.57</td> <td>\$11.91</td> <td>\$21.03</td> </tr> <tr> <td>Employee + Family</td> <td>\$8.65</td> <td>\$18.83</td> <td>\$33.14</td> </tr> </tbody> </table>				Preventive	Comprehensive	Comprehensive Plus	Employee Only	\$3.71	\$6.63	\$9.88	Employee + Spouse	\$6.18	\$13.96	\$20.64	Employee + Child(ren)	\$5.57	\$11.91	\$21.03	Employee + Family	\$8.65	\$18.83	\$33.14
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<p>Life Insurance: Eligibility: 72 scheduled hours per pay period. Effective: The first of the month after completing 90 days of eligibility.</p>	<p>Basic Life Insurance: SLHS provides all FT employees with one times their annual base pay at no cost. Supplemental Life Insurance: You can elect an additional one, two or three times annual base pay. Dependent Life Insurance: You can elect up to a \$250,000 death benefit for Spouse and \$10,000 for each dependent child.</p>																						
<p>Long Term Disability (LTD): Eligibility: 72 Scheduled hours per pay period. Effective: The first of the month after completing 90 days of eligibility.</p>	<p>SLHS provides 60% of your base monthly earnings up to a \$20,000 monthly benefit at no cost to you. You may increase your coverage level to 66 2/3 % coverage at your initial enrollment or during annual enrollment each fall.</p>																						



SLHS Benefit Plan Descriptions At a Glance (cont.)

Type of Benefit	Benefit Options
<p>Flexible Spending Accounts (FSAs) Eligibility: 32 scheduled hours per pay period Effective: The first of the month after completing 90 days of eligibility.</p>	<p>Health Care: Set aside up to \$5,000 to pay for eligible health care expenses on a pre-tax basis. Dependent Day Care: Set aside up to \$5,000 to pay for eligible dependent day care expenses on a pre-tax basis. A debit card will be included with the health care FSA election.</p>



RETIREMENT BENEFITS AT A GLANCE

<p>Cash Balance Pension Plan</p>	<p>Eligibility: Attained at least age 21, completed 12 months of employment and 1000 hours of benefit service. Effective: January 1 or July 1, whichever comes first after eligibility. Contributions: The annual contribution made by SLHS is a percentage of your gross pay from 2% up to 10%, based on your years of service. Vesting: Employees must complete three (3) years of benefit service prior to owning the account.</p>
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<p>403(b)/401(k) Tax Deferred Arrangement (TDA)</p>	<p>Eligibility: All SLHS Employees Effective: You may enroll in the TDA at any time during your employment with SLHS. Contribution: The TDA is for employee contributions only. Generally, the contribution limit in 2010 is \$16,500.</p>
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<p>Matching Plan</p>	<p>Eligibility: Complete 1000 hours during a calendar year and contribute to the TDA through SLHS. Effective: Automatically after meeting the eligibility requirements. Contribution: SLHS makes an annual Match contribution equal to 25 percent of the first four percent of pay that you voluntarily contribute to your TDA. Vesting: Employees must complete three years of benefit service prior to owning the account.</p>
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Health Enhancement Benefits At a Glance

All employees and their dependents are eligible for the following free benefits to help them live a healthier lifestyle:

Healthy Lifestyle Coaching: One to one personalized coaching to support you in achieving your goals.

Disease Management: Trained nurses and educators assist participants with managing over 39 conditions (i.e. asthma, diabetes, weight, heart disease, high blood pressure, high cholesterol, depression, anxiety, kidney disease, cancer, among others)

Additional On-Line and On-Site Health and Wellness Programs: Weight watchers, tobacco cessation, and fitness facilities

Paid Time Off, Extended Sick Leave & Leave of Absence At a Glance

PTO: The purpose of this benefit is to provide employees time off with pay to refresh and relax. Employees accrue paid time off on a pay period basis at a rate which is based on their years of service. (i.e. with one year of service an employee will accrue three weeks of PTO.)

ESL: This benefit provides employees assurance of paid time during an illness that lasts for more than 24 hours (three 8 hour work days or two 12 hour work days) but still is short term. Employees accrue sick leave on a pay period basis at a rate which is based on their years of service. The benefit goes into effect at the 25th hour of work missed due to illness.

Leave of Absence: A leave of absence benefit is provided during times when an employee needs to stop active employment but intends to return to work at the end of the leave—such as jury duty, bereavement leave, military leave, and family and medical leave.



VOLUNTARY BENEFITS AT A GLANCE

College Savings Plan (CSP)

Eligibility: All SLHS employees.

Effective: You may enroll in the CSP at any time during your employment with SLHS.

Contribution: The CSP is for employee contributions only. The minimum per pay period contribution is \$25.00.

Long Term Care (LTC)

Eligibility: Scheduled at least 40 hours per biweekly pay period.

Effective: You may enroll in LTC at any time during your employment with SLHS.

Cost: You pay 100% of the cost which is determined by the age of the insured and the level of coverage elected.

Universal Life Insurance

Eligibility: Scheduled at least 32 hours per pay period.

Effective: You may enroll in Universal Life Insurance at any time during your employment with SLHS.

Cost: You pay 100% of the cost which is determined by the age of the insured and the level of coverage elected.

Other Voluntary Benefits:



- Cafeteria
- Fitness Centers
- Child Care Center
- Saint Luke's Credit Union
- Educational Assistance
- Adoption Assistance
- Employee Health Services
- Workers' Compensation
- NurseLine
- Personal Health Record
- Parking

QUESTIONS

If you would like additional details regarding the benefits available to SLHS employees, please feel free to talk with a Human Resource representative.





Anderson County Hospital

421 South Maple
Garnett, Kansas 66032
785.448.3131

Cabot Westside Health Center

2121 Summit Street
Kansas City, Missouri 64108
816.471.0900

Crittenton Children's Center

10918 Elm Avenue
Kansas City, Missouri 64134
816.765.6600

Cushing Memorial Hospital

711 Marshall
Leavenworth, Kansas 66048
913.684.1100

Hedrick Medical Center

100 Central Avenue
Chillicothe, Missouri 64601
660.646.1480

Saint Luke's East - Lee's Summit

100 N. E. Saint Luke's Boulevard
Lee's Summit, MO 64086
816.347.5000

Saint Luke's Home Care and Hospice

3100 Broadway Suite 1000
Kansas City, Missouri 64111
816.756.1160

Saint Luke's Hospital

4401 Wornall
Kansas City, MO 64111
816.932.2000

Saint Luke's Medical Group

Multiple Medical Practice Locations
913.384.8501

Saint Luke's Northland—

Barry Road Campus

5830 Northwest Barry Road, Kansas
City, Missouri 64154
Phone: 816.891.6000

Smithville Campus

601 S. 169 Highway,
Smithville, Missouri 64089
Phone: 816.532.3700

Saint Luke's South

12300 Metcalf Avenue
Overland Park, Kansas 66213
913.317.7000

Wright Memorial Hospital

701 East First Street
Trenton, Missouri 64683
660.359.5621

It is the policy of Saint Luke's Health System not to discriminate on the basis of race, color, national origin, sex, age, religion or disability in admission or access to, or treatment or employment in, its programs and activities, or in the provision of physician staff privileges. Responsible employee: Vice President, Human Resources, 816-932-3820.