The Scripps Research Institute (TSRI) offers eligible employees a comprehensive benefits program. The program provides a medical plan, dental plan, and life insurance equal to two times annual salary. Employees commence benefit participation on their date of hire. Benefit coverage stops at the end of the month in which employment terminates. Coverage is available for dependents, including spouse, domestic partner, and/or children for a nominal extra cost.

**MEDICAL INSURANCE**

The charts below outline the main provisions of the available medical plans. UMR administers the Comprehensive and HSA - Compatible Plans. The provider network for the Comprehensive (PPO) and HSA-Compatible plans is United Healthcare (UHC) Options PPO. The HMO plan administrator and network is Aetna HMO.

<table>
<thead>
<tr>
<th></th>
<th>In-Network</th>
<th>Non-Network</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Deductible</strong></td>
<td>$750/person</td>
<td>$1,500/person</td>
</tr>
<tr>
<td></td>
<td>$2,250/family</td>
<td>$4,500/family</td>
</tr>
<tr>
<td><strong>Preventive Services</strong>*</td>
<td>Covered at 100%</td>
<td>Cancer Screenings Only</td>
</tr>
<tr>
<td><strong>Office Visits, Labs, X-rays (non-preventive)</strong></td>
<td>Covered at 80%</td>
<td>Covered at 60%</td>
</tr>
<tr>
<td><strong>Inpatient Hospital</strong></td>
<td>Covered at 80%</td>
<td>Covered at 60%</td>
</tr>
<tr>
<td><strong>Emergency Room</strong></td>
<td>Covered at 80%</td>
<td>Covered at 80%</td>
</tr>
<tr>
<td><strong>Maximum Annual Out-of-Pocket</strong></td>
<td>$2,000/person</td>
<td>$4,000/person</td>
</tr>
<tr>
<td></td>
<td>$4,000/family</td>
<td>$8,000/family</td>
</tr>
<tr>
<td><strong>HSA-Compatible PPO Plan</strong></td>
<td>Employee Only: $2,000</td>
<td>Employee + Dependents(s): $6,000</td>
</tr>
</tbody>
</table>

* *a list of preventive services is available at [www.scripps.edu/hr/benefits/health_plans/medical/index.html](http://www.scripps.edu/hr/benefits/health_plans/medical/index.html)*

**The HSA-Compatible plan is a high deductible PPO plan which can be paired with a Health Savings Account to be administered by an authorized financial institution of your choice.**
**DENTAL INSURANCE**

The provider network for the dental insurance is Delta Dental. You have the choice of going to any dentist, but you will receive the greatest benefits by choosing a PPO Delta Dentist.

<table>
<thead>
<tr>
<th>Deductible (Per Person)</th>
<th>PPO Delta Dentists</th>
<th>Delta Premier Dentists</th>
<th>All Other Dentists</th>
</tr>
</thead>
<tbody>
<tr>
<td>Deductible (Not applicable to Diagnostic &amp; Preventive Services)</td>
<td>$50</td>
<td>$50</td>
<td>$50</td>
</tr>
<tr>
<td>Diagnostic &amp; Preventive Services Exams &amp; Cleanings (2 per 12 month-period)</td>
<td>100%</td>
<td>80%</td>
<td>80%*</td>
</tr>
<tr>
<td>Basic Benefits Oral surgery, extractions, fillings, endodontics and periodontics</td>
<td>80%</td>
<td>80%</td>
<td>80%*</td>
</tr>
<tr>
<td>Major Benefits Crowns, jackets, cast restorations, implants</td>
<td>50%</td>
<td>50%</td>
<td>50%*</td>
</tr>
<tr>
<td>Orthodontic Benefits (Dependents to age 19)</td>
<td>50%</td>
<td>50%</td>
<td>50%*</td>
</tr>
<tr>
<td>Maximum Benefit (Per year per person)</td>
<td>$1,500</td>
<td>$1,500</td>
<td>$1,500</td>
</tr>
</tbody>
</table>

* Of “Reasonable and Customary” Charges

**MEDICAL AND DENTAL COST (MONTHLY)**

<table>
<thead>
<tr>
<th></th>
<th>Comprehensive Plan</th>
<th>HMO Plan</th>
<th>Catastrophic Plan</th>
<th>Dental Plan</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employee Only</td>
<td>$71.00</td>
<td>$20.00</td>
<td>$0.00</td>
<td>$0.00</td>
</tr>
<tr>
<td>Employee + Spouse or Domestic Partner (DP)</td>
<td>$247.00</td>
<td>$183.00</td>
<td>$0.00</td>
<td>$20.00</td>
</tr>
<tr>
<td>Employee + Child(ren)</td>
<td>$189.00</td>
<td>$132.00</td>
<td>$0.00</td>
<td>$14.00</td>
</tr>
<tr>
<td>Employee + Family or Employee + DP + Child(ren)</td>
<td>$365.00</td>
<td>$290.00</td>
<td>$20.00</td>
<td>$32.00</td>
</tr>
</tbody>
</table>

**LIFE INSURANCE COST**

2 x Salary = $0.00  
3 x Salary = Age Rated

All deductions for your benefit choices, except dependent life insurance, may be taken from your paycheck before taxes are deducted. Employees working with certain foreign visas or under certain tax treatments may not be eligible for pre-tax payroll deductions. Based on the present Social Security Administration provisions, a reduction in your Social Security benefits caused by your pre-tax benefit deductions will be minimal.
**ADDITIONAL BENEFITS**

**HEALTH PLANS**

**Prescription Drug Plan**
Employees and dependents covered by any of the medical plans may obtain generic prescriptions for $10, formulary brand name prescriptions for $35, or non-formulary brand name prescriptions for $60. Mail order service is also available for a 90 day supply at $20 for generic prescriptions, $70 for formulary brand name prescriptions, or $120 for non-formulary brand name prescriptions. An annual $100/per person deductible applies for formulary and non-formulary brand name drugs. Prescription expenses are applied to the deductible on the HSA-Compatible Plan only.

**Vision Plan**
Employees and dependents covered by any of the medical plans may participate in the vision plan, administered through VSP. By choosing a participating vision provider, an employee may receive an annual vision exam for a co-payment of $10, one pair of standard lenses every 12 months, frames costing up to $110 every 24 months or contacts costing up to $100 every 12 months. Benefits are reduced when a non-participating provider is used.

**Employee Assistance Program**
The Employee Assistance Program is available to all benefit eligible employees who require assistance in dealing with personal or family problems. The EAP program is administered by Optum Health.

**Mental Health Program**
Mental Health and substance abuse benefits are available when you enroll in the PPO, HSA-Compatible and HMO plan. The provider network and administrator is Optum Health for employees and dependents enrolled under the PPO and HSA-Compatible plans. Aetna HMO is the provider network and administrator for HMO participants.

**FLEXIBLE SPENDING ACCOUNTS**

**Health Care Spending Account**
Employees may set aside up to $2,500 pre-tax, annually, for self-reimbursement of medical, dental, vision and prescription expenses that are not covered by health plans. In addition over-the-counter drugs and supplies will require a prescription.

**Dependent Care Spending Account**
Employees may set aside up to $5,000 pre-tax, annually, to use for qualified dependent care expenses.

**PAID TIME OFF**

**Holidays**
There are twelve (12) paid holidays per year. Scientific Staff are not covered under this benefit.

**Paid Personal Leave (PPL)**
PPL is a bank of time that may be used for vacation, the first two days of an illness or injury, personal business, family illness or other personal time off desired by an employee. The amount of accrual depends on employment status, length of service, and the number of hours paid each pay period. In general, full time non-supervisory employees accrue 16 days of PPL for the first 4 years of employment. From 5 to 9 years, employees accrue 21 days per year; from year 10 and after employees accrue 26 days per year. Supervisors and managers accrue 16 days in the first year of employment, 21 days in years 2 to 4, and 26 days 5 years and after. Employees in grades 13 and above in a non-scientific position accrue PPL at the supervisory rate. Department heads accrue 28 days of PPL per year. Part time employees accrue PPL on a pro rata basis. The maximum number of hours that may be accrued is 288. PPL is not accrued for Faculty, Scientific Directors or Scientific Staff. Paid time is at the discretion of the investigator and department chairperson.

**Extended Sick Leave (ESL)**
ESL is accrued paid time that an employee can access after an absence from work of more than two normal workdays, due to their own, or a family member’s illness or injury; i.e., the third and subsequent days may utilize ESL. Full-time employees accrue seven days of ESL per year; part time employees accrue on a pro rata basis. The maximum number of days that can be accrued is 60 (480 hours). Faculty, Scientific Directors, Scientific Staff and Administrative Department Heads are granted 39 days each year.
**RETIREMENT PLANS**

**Tax Sheltered Annuity Plan (403(b))**
A voluntary retirement savings program that allows employees to make pre-tax contributions to various investment funds. Additionally, Employee Retirement plan participants who contribute to the Tax Sheltered Annuity (TSA) plan will receive a match of up to 50% on the first 6% of their TSA contributions into their TSA account. Employer matching contributions will begin on the first day of the pay period following one year of eligible service and vests after three years of eligible service.

**Employee Retirement Plan**
A retirement plan for administrative, professional, technical and supervisory employees. TSRI contributes an amount equal to 5% of an employee’s salary to the Employee Retirement Plan. Employees must be in an eligible classification. Contributions will begin on the first day of the pay period following one year of eligible service and are made to Fidelity Investments. Employees may direct the contribution to a wide array of funds. The employee is fully vested after three years of eligible service.

**Faculty and Management Retirement Plan**
TSRI maintains a Money Purchase Retirement Plan, that vests after three years of service. Contributions will begin on the first day of the pay period following one year of eligible service and are made to Fidelity Investments. Employees may direct the contribution to a wide array of funds. TSRI contributes a percentage of an employee’s base pay up to an IRS maximum allowable annual amount. Staff scientists, associate professors without tenure, assistant professors, senior scientists, associate scientific directors and department heads are eligible for 10% contributions. Associate professors with tenure, scientific directors and senior department heads are eligible for 15% contributions. Employees in grades 13 and above in a non-scientific position are eligible to participate at a 10% contribution rate.

**LIFE AND DISABILITY INSURANCE**
**Life Insurance, Group Term & AD&D**
Coverage options include two or three times annual salary to a maximum of $1,000,000.

**Business Travel Accident Insurance**
The business travel insurance program provides coverage for death or dismemberment when traveling on official business for TSRI. Administrative, professional, technical, supervisory employees and staff scientists are insured for $25,000. Support service department heads, associate professors without tenure, assistant professors, associate scientific directors and scientific directors have $100,000 in coverage. Associate professors with tenure are insured for $150,000.

**Life Insurance for Dependents**
$5,000 in life insurance coverage may be purchased for each eligible dependent. The cost is the same regardless of the number of eligible dependents covered.

**Voluntary Life Insurance**
Benefit-eligible employees may purchase supplementary life insurance coverage from a minimum of $10,000 up to a maximum of $500,000 for self and/or spouse/domestic partner. Eligible dependent children may be covered to a maximum of $10,000 each. Enrollment is held during the annual Open Enrollment period.

**Voluntary Accidental Death and Dismemberment Insurance**
Benefit-eligible employees under age 70 may purchase voluntary AD&D insurance in $50,000 increments up to $500,000. Enrollment is held during the annual Open Enrollment period.

**Long-Term Disability**
An income replacement program that provides up to 60% of salary, and allows up to 70% if integrated with other sources of income. The maximum benefit is $20,000 per month. There is a 90 day disability period before benefits are payable.

**Short Term Disability Insurance**
Short Term Disability insurance provides a short-term wage-loss benefit to eligible employees who are unable to work due to a non-work related illness or injury. There is a 7 day disability period before benefits are payable.

**Long-Term Care Insurance**
Benefit-eligible employees may purchase long-term care insurance coverage from a minimum of $3,000 to a maximum of $6,000 per month. Coverage may also be purchased for spouse/domestic partner, parents, parents-in-law, grandparents, grandparents-in-law, siblings and adult children. Enrollment is held during the annual Open Enrollment period.
**OTHER BENEFITS**

**Direct Deposit**
Employees may have their paychecks deposited directly to a banking institution of their choice.

**Discount Tickets and Coupons**
Available to many local attractions such as Disneyworld, Sea World, Universal Studios, movie tickets, etc. through Entertainment Benefits Group at [www.ticketsatwork.com](http://www.ticketsatwork.com).

**Fitness Benefit**
See HR for a current listing of participating gym facilities.

**Life Event Resources**
Life Events is a confidential, personal consultation service for information and referrals to solve life’s everyday challenges. Administered by Optum Health, Life Events can help save time and reduce stress by helping to locate childcare, eldercare, legal service, educational resources and more.