

BENEFITS OVERVIEW FOR CALIFORNIA SENIOR EXECUTIVES AND FULL PROFESSORS

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 or a flat \$50,000 benefit. 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 an additional cost.

MEDICAL INSURANCE

The charts below outline the main provisions of the available medical plans. Aetna administers the Comprehensive Choice POS II and High Deductible Health Plan (HDHP) Aetna Choice POS II Plans. The provider network for the Comprehensive Choice Plan is Aetna Choice POS II (Open Access). The HDHP network is Aetna Choice POS II (Health Fund). The HMO plan administrator and network is the Aetna HMO Deductible Plan.

| | Comprehensive Choice POS II | | HMO |
|----------------------------------------------|----------------------------------|-------------------------------------------------------------------------|-----------------------------------------------------------------------------------|
| | In-Network | Non-Network | |
| Deductible | \$750/person \$2,250/family | \$1,500/person \$4,500/family | \$100/person \$200/family |
| Preventive Services* | Covered at 100% | Cancer Screenings Only | 100% covered |
| Office Visits, Labs, X-rays (non-preventive) | Covered at 80% | Covered at 60% | \$30 copay for office visit \$40 copay for Specialist office visit, and X-rays |
| Inpatient Hospital | Covered at 80% | Covered at 60% \$200 additional deductible without pre-authorization | 90% after deductible |
| Emergency Room | Covered at 80% | Covered at 80% | \$100 Copay after deductible |
| Maximum Annual Out-of-Pocket | \$2,000/person \$4,000/family | \$4,000/person \$8,000/family | \$2,500/person \$5,000/family |

| | HDHP Aetna Choice POS II** | |
|----------------------------------------------|-------------------------------------------------------------|-------------------------------------------------------------------------|
| | In-Network | Non-Network |
| Deductible | Employee Only: \$2,000 Employee + Dependents(s): \$6,000 | |
| Preventive Services* | Covered at 100% | Cancer Screening Only |
| Office Visits, Labs, X-rays (non-preventive) | Covered at 80% | Covered at 60% |
| Inpatient Hospital | Covered at 80% | Covered at 60% \$200 additional deductible without pre-authorization |
| Emergency Room | Covered at 80% | Covered at 80% |
| Maximum Annual Out-of-Pocket | Employee Only: \$4,500 Employee + Dependents: \$6,750 | Employee Only: \$6,750 Employee + Dependents: \$10,125 |

* A list of preventive services is available at www.scripps.edu/hr/benefits/health_plans/medical/index.html

**The HDHP plan can be paired with a Health Savings Account. J Visa holders are not eligible for the HDHP.

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.

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

* Of "Reasonable and Customary" Charges

MEDICAL AND DENTAL COST (MONTHLY)

| | Comprehensive Plan | HMO Plan | HDHP Plan | Dental Plan |
|-------------------------------------------------|--------------------|----------|-----------|-------------|
| Employee Only | \$74.00 | \$45.00 | \$0.00 | \$0.00 |
| Employee + Spouse or Domestic Partner (DP) | \$260.00 | \$232.00 | \$0.00 | \$20.00 |
| Employee + Child(ren) | \$198.00 | \$167.00 | \$0.00 | \$14.00 |
| Employee + Family or Employee + DP + Child(ren) | \$386.00 | \$357.00 | \$20.00 | \$32.00 |

LIFE INSURANCE COST

Flat \$50,000 = \$0.00

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

OptumRx administers the Comprehensive Choice POS II and HDHP prescription benefit. The Comprehensive Choice POS II Plan has a \$100 (individual)/\$200 (family) Annual Deductible applied to Brand Name drugs before the copay applies. There is also a separate Out-of-Pocket Maximum of \$2,000 (individual) / \$4,000 (family) for prescription drugs under the plan. Under the HDHP, prescriptions (other than preventive medications) are subject to the medical plan deductible before the copays apply. Both plans provide a 30 day retail supply for Generic drugs at a \$10 copay, Brand formulary drugs at a \$35 copay, and Brand non-formulary drugs at a \$60 copay. Mail order is available with a 90 day supply charged at twice the retail 30 day supply copay. The HMO Deductible plan prescription benefit is administered by Aetna and has a \$100 (individual)/\$200 (family) Annual Deductible applied to Brand formulary and non-formulary drugs. The copays are the same as listed above for retail and mail order supply.

Vision Plan

Employees and dependents covered by any of the medical plans may participate in the vision plan, administered through Medical Eye Services (MES). 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.

Counseling and Psychological Services

An onsite counseling or referral program is available to health insurance-eligible employees and their spouses, domestic partners, and family members who require assistance in dealing with personal or family problems.

Mental Health Program

Mental Health and substance abuse benefits are available when you enroll in the Comprehensive Choice POS II, HDHP and HMO plans. The provider network and administrator is Optum Health for employees and dependents enrolled under the Comprehensive Choice POS II and HDHP plans. Aetna HMO Deductible Plan is the provider network and administrator for HMO participants.

Health Savings Account

An HSA is a tax-favored savings account available to participants enrolled in the HDHP. Funds contributed to the account can be used to pay for current and future IRS qualified health care expenses. Participants can open an HSA through a banking institution of their choice or through Aetna PayFlex. Enrolling through PayFlex allows for pre-tax contributions to be made through payroll deductions. Unused funds roll over year-to-year. Certain restrictions apply such as contribution limits, enrollment in other health coverage, Medicare eligibility, being age 65 or older, etc. Please contact Human Resources, Benefits Administration for further information.

FLEXIBLE SPENDING ACCOUNTS

Health Care Spending Account

Employees may set aside up to \$2,600 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. Note, if you are enrolled in the Health Savings Account (HSA), you may not participate in a Healthcare Spending Account.

Dependent Care Spending Account

Employees may set aside up to \$5,000 pre-tax, annually, to use for qualified dependent care expenses for qualified dependents up to the age of 13 or qualifying adult dependents incapable of self-care.

PAID TIME OFF

Holidays

There are twelve (12) paid holidays per year. Full Professors are not covered under this benefit.

Paid Personal Leave (PPL)

PPL is not accrued for scientific staff or chairpersons. Paid time is at the discretion of the investigator and department chair. Senior management accrue 28 days (224 hours) of PPL per year for vacation, the first two days of illness or injury, or personal business. The maximum accrual is 36 days (288).

Extended Sick Leave (ESL)

ESL is available for Full Professors who are unable to work for more than two days due to his or her own, or a family member's illness or injury. A bank of 39 days of extended leave is available from the

employee's first day of hire. Senior executives are not covered under this benefit.

Sick Bank Leave (SBL)

Full Professors are granted 5 days Sick Bank Leave annually. The first 5 days are granted as a lump sum as of their start date and upon each anniversary thereafter. Up to 5 days can be used each year for an employee's or family member's illness, preventative care or care for an existing health condition. Sick Bank Leave may be used for the first 2 days of absence due to illness before using available ESL days. Senior Executives are not covered under this benefit.

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.

Faculty and Management Retirement Plan

TSRI maintains a Money Purchase Retirement Plan for employees age 40 and over, 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 up to 20% of an employee's base pay up to an IRS maximum allowable annual amount for Chairpersons, Professors, Vice Presidents, Sr. Vice Presidents, and Presidents over age 40 and 15% for those under age 40.

Deferred Compensation Plan (457(b))

A voluntary nonqualified deferred compensation plan that allows employees, age 45 and older, receiving a 20% contribution in the 401(a) plan, to make pre-tax contributions to a wide array of funds with Fidelity Investments. Deferrals are vested 100%, however, are subject to the claims of TSRI creditors.

LIFE AND DISABILITY INSURANCE

Life Insurance, Group Term & AD&D

Coverage options include a flat \$50,000, 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. Senior management, chairpersons and professors 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 voluntary 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.

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 Sea World, the San Diego Zoo, Safari Park, Universal Studios, movie tickets, etc.

Faculty Club and Fitness Annex

Employees are eligible to join the Faculty Club and Fitness Annex located in the TSRI Conference Center for an annual membership fee.

Fitness Benefit

TSRI has a deal with 24 hour fitness that provides employees with discounted gym membership. The

discounted rates can be found on the discount web page at:
www.scripps.edu/hr/benefits/other/24_hour_fitness.html.

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.

Transit Benefit Account

The Transit Benefit Account (TBA) allows employees to deduct money for eligible transportation expenses on a pre-tax basis. This allows employees to save money on Federal and State income taxes, by reducing their taxable income.