



BENEFITS OVERVIEW FOR CALIFORNIA SENIOR EXECUTIVES AND FULL PROFESSORS

Scripps Research offers eligible employees a comprehensive benefits program, including a medical, dental, and vision plan, and employer-paid life insurance equal to two times annual base salary (up to \$1,500,000) 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 also available for eligible dependents, including spouse, registered domestic partner, and/or children for an additional cost.

MEDICAL INSURANCE

The charts below outline benefit highlights of the available Scripps Research medical plans administered by Aetna. The provider network for the Comprehensive PPO plan is Aetna Choice POS II (Open Access). The HDHP network is Aetna Choice POS II (Aetna Health Fund). The HMO network is Aetna Value Network HMO.

	Aetna Comprehensive Choice POS II (PPO)		Aetna Value Network HMO
Annual Calendar Year Deductible	In-Network	Out-of-Network	In-Network Only
Individual / Family	\$900 / \$2,700	\$1,800 / \$5,400	\$100 / \$200
Routine Preventive Services*	No charge	Routine Cancer Screenings Only 40% after deductible	No charge
Office Visits	20% after deductible	40% after deductible	\$30 copay PCP \$40 copay Specialist
Telehealth (TelaDoc) session	20% after deductible	40% after deductible	\$40 copay
Diagnostic Labs & X-rays	20% after deductible	40% after deductible	Diagnostic Labs: No Charge Diagnostic X-rays: \$40 copay
Inpatient Hospital	20% after deductible	40% after deductible Additional \$200 copay if not pre-authorized by Aetna	10% after deductible
Emergency Room	20% after deductible	20% after deductible	\$100 copay after deductible
Maximum Annual Out-of-Pocket			
Individual / Family	\$2,250 / \$4,500	\$4,500 / \$9,000	\$2,500 / \$5,000

NOTE: J visa holders are only eligible for the HMO Plan.

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

	HDHP Aetna Choice POS II** (HSA/HRA)	
Annual Calendar Year Deductible	In-Network	Out-of-Network
<i>Family Deductible applies to all members</i>		
Employee Only	\$2,000	\$2,000
Employee + Dependent(s)	\$6,000	\$6,000
Routine Preventive Services*	No charge	Routine Cancer Screenings Only 40% after deductible
Office Visits	20% after deductible	40% after deductible
Diagnostic Labs & X-rays	20% after deductible	40% after deductible
Inpatient Hospital	20% after deductible	40% after deductible Additional \$200 copay if not pre-authorized by Aetna
Emergency Room	20% after deductible	20% after deductible
Maximum Annual Out-of-Pocket	Employee Only: \$4,500 Employee + Dep(s): \$6,750	Employee Only: \$6,750 Employee + Dep(s): \$10,125
Scripps Research Employer HSA/HRA Contribution	\$1,000 annually for Employee Only; \$3,000 annually for Employee + Dependent(s)	
<i>Employer contributions made on a quarterly basis</i>		

*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.

DENTAL INSURANCE

The chart below outlines benefit highlights of the available Scripps Research Dental PPO plan administered by Delta Dental. The Dental PPO plan is designed to give you the freedom to receive dental care from any licensed dentist of your choice. You will receive the highest level of benefit for the plan if you select an in-network PPO dentist versus a Non-Network provider who has not agreed to provide services at the negotiated rate. Additionally, no claim forms are required when using network providers.

	Delta Dental PPO		
	Delta Dental PPO Provider	Delta Premier Provider	All Other Providers
Calendar Year Deductible			
Individual		-----\$50 / person*-----	
Family			
Annual Benefit Maximum		-----\$2,000 / Individual / Calendar Year-----	
Diagnostic & Preventive Services Exams & Cleanings (2 per calendar year)	100% <i>Deductible waived</i>	80%	80%
Basic Services Oral surgery, extractions, fillings, endodontics and periodontics	90%	80%	80%
Major Services Crowns, jackets, cast restorations, implants	60%	50%	50%
Orthodontia Services*	50%	50%	50%
Lifetime Orthodontia Benefit Maximum		-----\$1,500 / Person / Lifetime-----	

NOTE: Delta Premier Dentist and All Other Provider network charges are based off of Usual, Reasonable & Customary (UCR) rates.

*Deductible does not apply to Orthodontia services

2022 MEDICAL AND DENTAL EMPLOYEE COST (MONTHLY)

Coverage Level	Medical Plan Comprehensive PPO	Medical Plan HMO	Medical Plan HDHP	Dental Plan DPPO
Employee Only	\$107.50	\$75	\$0	\$0
Employee + Spouse or Domestic Partner (DP)	\$425	\$280	\$0	\$20
Employee + Child(ren)	\$355	\$220	\$0	\$15
Employee + Family or Employee+ DP + Child(ren)	\$568	\$410	\$30	\$35

BASIC LIFE AND AD&D INSURANCE EMPLOYEE COST

Flat \$50,000 = \$0.00

2x Annual Base Salary = \$0.00

Buy-Up Option of 3x Annual Base Salary = Age Rated

If you would like to supplement your employer-paid basic employee life and AD&D insurance, additional coverage through Prudential is available for purchase on a payroll deduction basis.

All payroll deductions for your benefit choices, except voluntary 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 Value Network HMO 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 are automatically enrolled in the vision plan, administered through Medical Eye Services (MES). By choosing a participating MESVision PPO provider, you may receive an annual vision exam for a co-payment of \$10, one pair of standard lenses every 12 months, frames costing up to \$150 every 24 months or contacts (in lieu of lenses & frames) costing up to \$150 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 Aetna for employees and dependents enrolled under the Comprehensive Choice POS II, the HDHP and the Value Network HMO plans.

HDHP Alight Health Pro Services

Aetna HDHP participants automatically have access to a personal concierge (Health Pro) through the patient advocacy firm Alight at no cost. Services include explanation of your Scripps Research HDHP benefits, comparing service costs and obtaining cost estimates.

Health Savings Account (HSA)/Health Reimbursement Arrangement (HRA)

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. Scripps Research will contribute \$1,000 annually toward healthcare expenses for Employee only coverage, and \$3,000 annually for Employee + Dependents. An HSA account will be opened for each participant 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. For those not eligible for an HSA account, Scripps Research will open an HRA account with PayFlex. HRA funds roll over year-to-year, however are forfeited upon plan ineligibility or employee termination. Please contact Human Resources, Benefits Administration for further information.

Telehealth Services

With TelaDoc, available through Scripps Research's Aetna medical plans, enrolled employees and eligible dependents can access medical care through a board certified physician conveniently via internet connection or by phone. Treatable illnesses include allergies, asthma, colds, flu, diarrhea, constipation, bronchitis, cough, pink eye, strep throat, urinary tract infections, rash, sunburn, sprains and sports injuries. Under the PPO plan, the cost of a medical TelaDoc session is the same as your copay/coinsurance for a Primary Care Physician (PCP) visit; under the HMO plan, the cost of a medical TelaDoc session is the same as your copay/coinsurance for a Specialist visit. The cost of a behavioral health TelaDoc session plan is the same as your copay or coinsurance for a Specialist Physician visit under both the PPO and HMO plan.

FLEXIBLE SPENDING ACCOUNTS

Health Care Spending Account

Employees may set aside up to \$2,750 pre-tax, annually, for self-reimbursement of eligible medical, dental, vision and prescription expenses that are not covered by health plans. 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 42 days (336 hours).

Extended Sick Leave (ESL)

ESL is available for Full Professors who are unable to work more than two days due to their own or 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 the bank resets to 5 days upon each anniversary thereafter. Up to 5 days can be used each year for an employee's or family member's illness, preventive 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/post-tax contributions to various investment funds.

Faculty and Management Retirement Plan

Scripps Research 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. Scripps Research 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 who are receiving a 20% contribution, or Senior Directors earning 15% in the 401(a) plan, to make pre-tax contributions to a wide array of funds with Fidelity Investments. Deferrals are vested 100%, however, they are subject to the claims of Scripps Research creditors.

LIFE AND DISABILITY INSURANCE

Basic Term Life and Accidental Death and Dismemberment (AD&D) Insurance

Coverage options include a flat \$50,000, two or three times annual base salary to a maximum of \$1,500,000.

Business Travel Accident Insurance

The business travel insurance program provides coverage for death or dismemberment while traveling on official business for Scripps Research. 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 (AD&D) Insurance

Benefit-eligible employees under age 70 may purchase voluntary AD&D insurance in \$50,000 increments up to \$500,000. Voluntary AD&D coverage is also available for your spouse/domestic partner and children in lesser amounts. Enrollment is held during the annual Open Enrollment period.

Voluntary Critical Illness, Hospital, and Accident Insurance

Benefit-eligible employees may purchase Voluntary Critical Illness, Hospital Indemnity, and Accident Insurance coverage through MetLife to help relieve unexpected healthcare costs.

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 offered through UNUM / Provident. 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, Universal Studios, movie tickets, etc. through Entertainment Benefits Group at www.ticketsatwork.com.

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

See Human Resources regarding access to the onsite facility or for a current listing of participating discounted 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 Aetna, this program 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.