



HOSPITAL FOR SPECIAL SURGERY
Resident & Fellow
Employee Benefits 2010

Health Benefits

Effective immediately.

Employees may choose the provider and plan that best suits their needs:

	Monthly Cost Single	Monthly Cost Family
United Healthcare Indemnity Plan	\$433.61	\$1097.60
United Healthcare Choice Plus	\$0.00	\$0.00
Oxford Non-gated Freedom Access High	\$0.00	\$0.00
Oxford Non-gated Freedom Access Low	\$0.00	\$0.00
Oxford EPO	\$0.00	\$0.00

Dental Benefits

Effective immediately.

Employees may choose the provider and plan that best suits their needs:

Guardian DMO	\$0.00	\$0.00
Guardian Traditional Indemnity Plan	\$0.00	\$0.00
Guardian Optional Voluntary	\$0.00	\$0.00

Vision Benefits

Effective immediately.

Please choose the provider and plan that best suits your needs:

Davis Vision Plan	\$ 5.33	\$14.00
--------------------------	----------------	----------------

Health Care Spending Account

Effective immediately.

Employees may deposit up to \$4,000 per calendar year, before taxes, for eligible expenses that are not covered under our medical or dental plans.

This money must be used by the end of the calendar year or it is forfeited.

Dependent Care Spending Account

Effective immediately

Employees may deposit up to \$5,000 per calendar year, before taxes, for eligible dependent care expenses that allow you and your spouse to work.

This money must be used by the end of the calendar year or it is forfeited.

Life Insurance

Effective immediately.

Four levels of optional coverage are available:

Basic Benefit:

One Times salary (up to \$1,500,000 provided at no cost to employee)

Optional Benefit Levels:

Employees may purchase additional life insurance in multiples of one-half, one, one-and-a half, or two times annual salary. The cost of additional life insurance will be based on the employee's age and salary. The maximum combined amount of available insurance is \$1,500,000; amounts over \$750,000 will require evidence of insurability.

Monthly cost will be printed on your personalized benefits enrollment form.

Premium payment is required as an after-tax deduction.

Accidental Death and Dismemberment

Effective immediately.

Four levels of optional coverage are available:

Basic Benefit:

\$50,000

Optional Benefit Levels:

Employees may purchase additional life insurance in multiples of one-half, one, one-and-a half, or two times annual salary. The cost of additional life insurance will be based on the employee's age and salary. The maximum combined amount of available insurance is \$1,500,000; amounts over \$750,000 will require evidence of insurability.

Monthly cost will be printed on your personalized benefits enrollment form

Premium payment is required as an after-tax deduction.

Long-term Disability Benefits

Effective immediately

Basic Plan - Replaces 70% of your monthly salary, with a maximum monthly benefit of \$3,000. (Provided at no cost to employee)

Contact Tony Deluca (631) 941-4949

STATE MANDATED PLANS

Employees are immediately eligible for state mandated programs

SHORT-TERM DISABILITY: Pays maximum of \$170 per week for maximum of 26 weeks. Coverage is provided by UNUM Provident. Employees contribute \$1.20 per payroll

WORKERS' COMPENSATION: Pays maximum of \$400 per week for job related injuries as well as related medical bills through AIG Claim Services Inc.

Tuition Assistance Program

Effective the first of the month following six months of service, employees may enroll in the Tuition Reimbursement program. Reimbursement for employees pursuing a Degree will be up to the following limits:

Degree Program	Annual Maximum
Associate's Degree	\$6,000.00
Bachelor's Degree	\$10,000.00
Master's Degree	\$12,000.00
Doctorate Degree	\$12,000.00

Benefits for part-time employees are pro-rated. Courses must be job related or related to a degree within the healthcare discipline. Please see Human Resources Policy & Procedure for official details.

Parking

Parking facilities are maintained at a reasonable cost to employees. The new rates are as follows as of 1/1/2009: \$248 HSS employee monthly parking rate (\$230 pre tax, \$18 post tax). A bicycle rack is available for interested employees.

Please contact Suzanne Jesnes @ x1350 or Sean Moyles @ x2764 for further information..

TRANSITCHEK Program

Effective immediately.

Employees have three ways to use the TransitChek Program, depending on their commute. First, is the Premium TransitChek Metrocard for commuters on MTA subways and buses. Second, is credit on your ticket by mail account for commuters on LIRR, MetroNorth and NJ Transit. Finally, TransitChek Vouchers which can be used to purchase various types of commuter transportation.

Paid Absences

SICK DAYS: Twelve (12) per year. Sick time is accrued on a biweekly basis. Up to 120 days can be accumulated for extended illness.

BONUS DAYS: One-half day is earned for each quarter an employee is not out sick. Days should be used within 6 months after being earned.

HOLIDAYS: Twelve days per year (*earned immediately*): Seven Fixed Holidays and Five Personal Holidays.

VACATION: Varies by positions – two, three, or four weeks. Please consult your supervisor. All vacation days must be used by December 31st of the present year.

*Eligibility for all paid absences is limited to part-time and full-time employees.
Must be used by the end of the year in which earned.*

Section 529 College Savings Program

A Federally Tax Advantaged College Savings Program for you and your family available through Alliance Capital and Financial Network

Employee's Pension Plan

The Retirement Savings Plan is a defined contribution (DC) retirement plan. In a DC plan, you have an individual account to which contributions are made. You are responsible for deciding how the contributions in your account are invested from among the fund options available under the plan. You will receive HSS contributions equal to a percentage of eligible compensation for that pay period (from 4% to 8% annually) depending on your years of service. Employees become eligible to participate in the Plan and receive HSS contributions on the first of the month following the completion of one year of eligibility service. You will earn a year of eligibility service if you work 1,000 hours of more in the 12 months following your date of hire or in any Plan Year thereafter. You are immediately 100% vested in all HSS contributions (vesting means the money in your account is yours to keep). You are eligible to receive benefits from the Retirement Savings Plan when you retire or leave HSS. If you leave HSS before retirement, you can either leave your benefit in the Plan, or you can take your account balance with you by rolling it into an IRA (individual retirement account) or your new employer's defined contribution plan (provided your new employer's plan accepts rollovers). If you retire from HSS, you can choose to receive payment either as a lump sum (a one-time payment), or as one of several different types of annuities (an annuity is a monthly payment).

SUPPLEMENTAL PROGRAMS

Employees are immediately eligible for all supplemental benefits.

- **403(B) Tax Sheltered Annuities;** Employees may contribute money, before taxes, for their retirement. Employees must enroll directly with Diversified Investment Advisors, Inc.

There is no bi-weekly minimum contribution amount. Employees may contribute up to the current IRS maximum annual limit of \$16,500.

U.S. Savings Bonds: Employees may purchase Bonds with no bi-weekly minimum. Bonds are available in denominations of \$100, \$200, \$500, and \$1,000. Purchase price is half of the denomination amount

Supplemental Life Insurance: Employees can purchase coverage for themselves, their spouse, and/or their children.

Supplemental STD Insurance: Employees may purchase this insurance that works in conjunction with the state mandated plan. You choose the type of coverage and waiting period to best suit your needs. This coverage provides additional income if you are out of work.

AFLAC NY Supplemental Cancer/Accident/Hospitalization Insurance: Employees may purchase coverage with AFLAC - NY which provides three supplemental programs that work in conjunction with the HSS health plans.

Municipal Credit Union: MCU offers payroll deduction for Savings Accounts, Certificates of Deposits, IRAs, Holiday Club Accounts, Money Market Accounts, and low cost VISA Cards.

Direct Deposit: Direct deposit of Payroll Checks to the bank of your choice. Forms are available in the Human Resources Department, across from the mail room, 2nd Floor, Main Hospital and on the Human Resources Department intranet site.

Corporate Discounts: Hospital for Special Surgery participates in a wide variety of discount programs. These programs may vary from time to time. Companies that have provided HSS employees with discounts include; Great Adventure, Dorney Park, Rye Playland, Bush Gardens, Macy*s, Estee Lauder Company Store, Verizon, Avis and Hertz Car Rental.

Please contact Sean Moyles @ ext.2764 or Suzanne Jesnes @ ext.1350 for further information.

Benefits Unit

Ari Halpern	Manager of Employee Benefits	Ext 1116
Lilliana Torres	Benefits Analyst	Ext 2708
Jophinee De La Cruz	Benefits Analyst	Ext 1119