

Summary of Benefits

at Mayo Clinic in Rochester, Minnesota

SUMMARY OF BENEFITS

Health and Wellness																				
Benefit	Contribution By	Description of Benefit																		
Medical Insurance†	Mayo and Employee	<p>Contribution paid with pretax dollars.* Mayo offers two options: Mayo Universal and Mayo Choice.</p> <p>Mayo Universal In-Network</p> <ul style="list-style-type: none"> • 90% coinsurance coverage for most care • No annual deductible for services • \$1,000 per person (\$2,000 per family) annual out-of-pocket maximum for services • \$0 co-pay for most primary care services • \$25 co-pay for most speciality care services • \$35 co-pay for urgent care services • \$45 co-pay for emergency department services <p>Out-of-Network Provider</p> <ul style="list-style-type: none"> • 70% coinsurance coverage for most care • \$250 per person (\$500 per family) annual deductible for services • \$2,000 per person (\$4,000 per family) annual out-of-pocket maximum for services <table border="0"> <tr> <td>Single Coverage</td> <td>Full-Time or Part-Time Employee</td> <td>\$63/mo</td> </tr> <tr> <td>Family Coverage</td> <td>Full-Time Employee + Family</td> <td>\$189/mo</td> </tr> <tr> <td></td> <td>Part-Time Employee + Family</td> <td>\$279/mo</td> </tr> </table> <p>Mayo Choice In-Network</p> <ul style="list-style-type: none"> • 80% coinsurance coverage for most care • \$250 per person (\$500 per family) annual deductible for services • \$2,000 per person (\$4,000 per family) annual out-of-pocket maximum for services • \$0 co-pay for most primary care services • \$25 co-pay for most speciality care services • \$35 co-pay for urgent care services • \$45 co-pay for emergency department services <p>Out-of-Network Provider</p> <ul style="list-style-type: none"> • 60% coinsurance coverage for most care • \$500 per person (\$1,000 per family) annual deductible for services • \$2,500 per person (\$5,000 per family) annual out-of-pocket maximum for services <table border="0"> <tr> <td>Single Coverage</td> <td>Full-Time or Part-Time Employee</td> <td>\$25/mo</td> </tr> <tr> <td>Family Coverage</td> <td>Full-Time Employee + Family</td> <td>\$75/mo</td> </tr> <tr> <td></td> <td>Part-Time Employee + Family</td> <td>\$110/mo</td> </tr> </table>	Single Coverage	Full-Time or Part-Time Employee	\$63/mo	Family Coverage	Full-Time Employee + Family	\$189/mo		Part-Time Employee + Family	\$279/mo	Single Coverage	Full-Time or Part-Time Employee	\$25/mo	Family Coverage	Full-Time Employee + Family	\$75/mo		Part-Time Employee + Family	\$110/mo
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Prescription Drug Plan	Mayo and Employee	Employees will receive pharmacy benefits if enrolled in one of the two Mayo medical insurance plans.																		
Dental/Vision Reimbursement	Mayo	<ul style="list-style-type: none"> • The Dental/Vision Reimbursement Plan makes a contribution of \$1,000 to your account on your start date and each January 1 thereafter • You can receive reimbursement payments from this account for optical expenses and the preventive, basic, and major dental expenses of you and your family until the account balance is zero • Unused contributions may accumulate up to \$5,000 • This plan provides an orthodontic benefit of \$1,500 per each plan member in a lifetime 																		
Flexible Spending Accounts†	Mayo	These accounts allow you to use pre-tax dollars for reimbursement of eligible healthcare and dependent care costs.																		

* Under federal and state law, the value of domestic partner medical and dental coverage is reported as taxable income.

Time Off & Work-Life Balance

Benefit	Contribution By	Description of Benefit																																																	
Paid Time Off	Mayo	<ul style="list-style-type: none"> A self-managed program of paid time off (PTO) that combines traditional holidays, vacation, and some sick time into one account Accrued bi-weekly at a rate based on length of service, employment status (exempt or non-exempt) and the percent of a full-time work schedule May accrue up to double your current annual PTO accrual level Employees may sell back PTO according to the guidelines of the program Beginning with the 20th anniversary of service and each 5 year anniversary thereafter, Mayo Clinic employees are given an additional, non-cumulative lump sum of PTO in the pay period when an employee reaches each of those anniversaries. This additional PTO can be sold, banked or used. 																																																	
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Short-Term Disability	Mayo	<ul style="list-style-type: none"> Non-Exempt – 15 days at full pay plus 50 days at one-half pay/year during first 5 years of service; 65 days/year at full pay after 5 years of service Exempt – 65 days at full pay/year Two-day waiting period 																																																	
Long-Term Disability	Mayo	Protects 65 percent of salary after 65 days of related illness and/or injury.																																																	
Leisure and Lifestyle Activities	Mayo and Employee	<ul style="list-style-type: none"> Monthly newsletter—Source—outlines events, programs and services Discount tickets for special events and travel <ul style="list-style-type: none"> o Events – theatre, amusement parks, professional sporting events, etc. o Travel – foreign and domestic trips 																																																	
Computers @ Home†	Mayo and Employee	This program provides a discount for employees to purchase a new home computer, increases computer skill levels, and facilitates the refurbishing/recycling of old computers.																																																	
Parking and Commuting	Mayo	Mayo Clinic supports your commute by providing free or subsidized bus passes and alternative parking options. Mayo also provides a guaranteed ride home and car starting/door unlocking services for your personal safety and security.																																																	

Professional Growth and Education

Benefit	Contribution By	Description of Benefit
Management and Employee Education	Mayo	Mayo Clinic supports continual learning and professional development of staff. A variety of in-house programs are offered in business skills, career and self-development, cultural awareness, communication, computer applications, continuous improvement, management skills, and team building, among others.
Tuition Assistance	Mayo	<p>The Professional Development Assistance Program supports employees' pursuit of education or certification(s) that will enhance their careers and contributions to Mayo Clinic.</p> <ul style="list-style-type: none"> Up to \$7,200 per calendar year for graduate credits Up to \$4,320 per calendar year for undergraduate credits

Benefit	Contribution By	Description of Benefit
Long-term Care Insurance	Employee	A voluntary benefit designed to cover the cost associated with long-term care is available. This benefit is available for you, your spouse, parents, parents-in-law, grandparents, and grandparents-in-law.
On-site Fitness Facilities†	Employee	The Dan Abraham Healthy Living Center is comprised of two on-site locations with state-of-the-art equipment, classes, and trained staff. <ul style="list-style-type: none"> • Available for use by Mayo Clinic staff, retirees, Mayo-program students, auxillians/volunteers, and/or their spouses • Membership fee of \$25 per month per person with incentive opportunities to reduce this fee
Employee Assistance Program	Mayo	Employees and their family members have access to confidential assessment and referral services regarding personal concerns such as family relationships, financial or legal issues, or alcohol or drug dependency.

Family and Child Care

Benefit	Contribution By	Description of Benefit
Sick Child Care	Mayo	Children's R&R is a free, on site sick child care center staffed by nurses.
Back-up Child Care	Mayo and Employee	This program is available to provide employees with a quality child care option when normal arrangements are temporarily unavailable.
Adoption Reimbursement	Mayo	Mayo Clinic offers adoptive parents a reimbursement benefit to assist with eligible adoption expenses. <ul style="list-style-type: none"> • Up to \$10,000 of eligible expenses • Stepchild adoption maximum of \$500
Child and Elder Care Referral	Mayo	This service offers resources and information related to child care, elder care, education, and adoption.
Child Scholarship Program	Mayo	Children of Mayo Clinic employees are eligible to apply for post-secondary education scholarships.

Financial and Retirement

Benefit	Contribution By	Description of Benefit
Salary Program	Mayo	Mayo Clinic administers a competitive, predictable, and market-leading salary program with annual increases given satisfactory employee and organizational performance.
Pension Plan	Mayo	The Mayo Pension Plan is an employer provided defined benefit plan with the purpose of providing income following retirement from a career of service with Mayo Clinic. The benefit payable at termination or retirement is based on a formula using years of service and final average pay. It is offset by a Social Security covered compensation factor. Vesting occurs at age 28 with three or more years of benefit service, or with five years of vesting service from age 18 with some benefit service.
403(b)/401(k)	Employee	Employees may contribute to a tax-deferred retirement plan administered by Fidelity Investments. <ul style="list-style-type: none"> • All new benefit-eligible employees are automatically enrolled at a 3% deferral rate. An option to decline is available.
Relocation Assistance	Mayo	Mayo Clinic provides financial assistance for travel related to interviewing, pre-employment exam/househunting, and relocation for qualifying individuals.
Insurances		
Life	Mayo	Three times annual salary (rounded to the next highest \$1,000)
Universal Life†	Employee	One or two times annual salary; includes a long-term savings option and an opportunity to purchase paid-up life insurance
Family Life†	Employee	Up to two times annual salary of employee's salary for spouse (\$10,000 per eligible child)
Accidental Death and Dismemberment	Mayo	One times the annual salary (rounded to the next highest \$1,000) if death caused by accident; may purchase from \$10,000-\$225,000 additional coverage
Auto and Homeowner/Rental	Employee	Eligible to apply for participation in the Automobile and Homeowner's/Renter's Insurance Plan based on current insurance company requirements

Recognition and Celebration

Benefit	Description of Benefit
Mayo Awards for Excellence	Mayo Clinic recognizes achievement for community caring, leadership, teamwork, and individual excellence.
Service Recognition	The Mayo Clinic Service Recognition Program is intended to recognize and show appreciation to allied health staff for their length of service. The generous program recognizes employees' commitment and contribution for every five years of service.
Argent Society	The Argent Society was established at Mayo Clinic in 1992 to recognize allied health staff who have devoted 25 or more years of continuous service to Mayo Clinic. More than 4,000 current employees have attained this milestone and are eligible to attend the annual celebration.

All conditions of employment include, but are not limited to, hours, benefits and salary that are subject to change by Mayo Clinic at any time
 ** Some benefits are prorated or have different eligibility for part-time employees
 † Payroll deduction



Embark on an Adventure

DESTINATION

www.mayoclinic.org

Job Line: (507) 284-2500
(888) 284-2500 Toll free

Phone: (800) 562-7984

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MC5152-20rev0907