

SCAN offers all regular full-time employees (work at least 30 hours per week) a comprehensive and competitive benefits package that includes the benefits listed below.

### HEALTH BENEFITS

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**Medical:** Choose between four Aetna medical plans: two narrow network HMOs, a traditional HMO, or a Managed Choice Open Access POS (PPO) Plan with a Health Savings Account (HSA). SCAN pays the cost for employee only on the narrow network HMOs and shares the premium cost with employees on the other plans.

**Dental:** Choose between two Aetna dental plans: a DMO plan, or a PPO plan. SCAN pays 100% of the premium cost for the dental DMO plan. If electing the dental PPO plan, SCAN shares the premium cost with employees.

**Vision:** Choose between two Vision Service Plan (VSP) vision plans: an Exam Only plan, or an Exam + Materials plan. SCAN pays 100% of the premium cost for the Exam Only plan. If electing the Exam + Materials plan, SCAN shares the premium cost with employees.

#### FLEXIBLE SPENDING ACCOUNTS:

**Health Care:** Participation allows you to set aside pre-tax dollars to pay for eligible health care expenses. Contributions to the health care spending account are made through payroll deductions.

**Limited Purpose FSA:** If enrolling in the POS/HSA medical plan option, you may also participate in the Limited Purpose FSA. Participation allows you to set aside pre-tax dollars to pay for eligible dental and vision expenses. Contributions are made through payroll deductions.

**Dependent Care:** Participation allows you to set aside pre-tax dollars to reimburse yourself for eligible dependent care expenses. Contributions to the dependent care spending account are made through payroll deductions.

#### INSURANCE BENEFITS:

**Life and AD&D Insurance:** Company-paid basic employee Life Insurance and Accidental Death & Dismemberment insurance.

**Supplemental Life Insurance:** Employees have the opportunity to purchase additional life insurance for self, and life insurance for the employee's spouse/registered domestic partner and children.

**Critical Illness:** Employees have the opportunity to purchase Critical Illness insurance for themselves and spouse that provides financial protection by paying a lump sum benefit if they are diagnosed with a covered critical illness.

**Accident Insurance:** Employees have the opportunity to purchase Accident Insurance for themselves and dependents that pays a lump sum benefit if you are injured due to an accident.

**Short Term Disability (STD):** The company-paid STD plan provides up to 60% of your weekly salary, up to a maximum of \$2,500. (Where applicable, the STD benefit will be integrated with state disability benefits.) Supplemental benefits may be available for Executives.

**Long Term Disability:** The company-paid LTD plan provides up to 60% of your monthly salary, up to a maximum of \$10,000. (Where applicable, the LTD benefit will be integrated with state disability benefits.) Supplemental benefits may be available for Executives.

#### ELIGIBILITY:

Regular full-time employees are eligible for Health and Welfare Benefits the 1st of the month following hire date or first day of employment if hired on the 1<sup>st</sup> of the month.



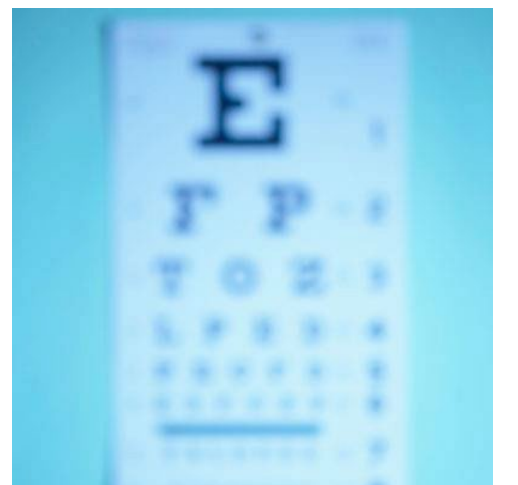
#### Health Plan Choices

Employees can choose between four health plans suited for their health and lifestyle.



#### Dental Benefits

Dental benefits are truly affordable at SCAN. We offer a DMO plan at no cost to our employees.



#### Vision Benefits

You can always see clear with our vision plans.

*This information is intended to be used as an overview of benefits and does not include all benefit details or eligibility requirements.*

## OTHER BENEFITS

### SCAN 401(k) RETIREMENT BENEFIT:

**401(k) Retirement Plan:** Contribute on a pre-tax basis to the retirement savings program. Employees may contribute up to \$22,500; employees over age 50 may contribute up to \$29,000. Multiple investment options are available. Employees are immediately eligible to contribute.

**Employer Match to the 401(k):** Employees are eligible after 90 days of employment. SCAN will match 50% of the first 4% of the Employee's contribution to the 401(k). The matching contribution is vested after 3 years of service.

**Employer Contribution to the 401(k):** Employees are eligible after 90 days of employment. SCAN contributes 5% of your earnings to your 401(k) account on a bi-weekly basis. You are immediately vested in the 5% contribution.

### TIME OFF BENEFITS:

**Paid Time Off (PTO):** 19 days per year, increases with years of service. Note, there are higher accruals for Directors and above.

**Paid Holidays:** 11 days per calendar year

**Floating Holiday:** 1 per calendar year

**Bereavement Leave:** 3 days per calendar year

**Jury Duty:** Up to 10 workdays per calendar year

### ADDITIONAL BENEFITS:

**Employee Assistance Program (EAP):** Access to confidential counseling and support for emotional, financial, and legal concerns. The cost of this benefit is paid by the Company.

**Wise & Well, Employee Wellness Program:** Participate in educational and action-oriented opportunities that promote optimal health. Program includes discounted gym memberships and access to on-line wellness programs.

**Tuition Reimbursement:** SCAN will reimburse up to \$3,500 per calendar year for eligible courses.

**SCAN University:** Access to over 3,000 online self-paced courses that focus on business and professional development.

**Discounted Entertainment Tickets:** Movie, theme park, and other entertainment tickets available online.

### Reward and Recognition Program



### 401(k) Retirement Plan

SCAN employees are vested in the 401(k) employer match after just 3 years of service and enjoy 50% match up to 4% of their contributions. In addition, SCAN contributes 5% of the employee's earnings to their 401(k) which is vested 100% immediately.



### Paid-Time-Off Benefits

We have one of the best PTO benefits around! New employees can enjoy up to 19 days per calendar year!



### Employee Assistance Program

Help is a quick phone call away with our Employee Assistance Program.

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