



## **2017 Employee Benefits Overview** ***California***

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

### **Health Benefits**

**Medical:** Choose between three Anthem Blue Cross medical plans: a narrow network HMO, a traditional HMO, or a high-deductible Consumer Driven Health Plan (CDHP) with a Health Savings Account (HSA). With each plan, SCAN shares the premium cost with employees.

**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 Anthem Blue View 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 CDHP/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.

**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.)

**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.)

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*This information is intended to be an overview of benefits and does not include all benefit details or eligibility requirements. SCAN reserves the right to review, alter, amend, or terminate any of these benefits at any time.*

## Retirement Benefits

**403(b) Thrift Plan:** Contribute on a pre-tax basis to the retirement savings program. For 2017, employees may contribute up to \$18,000; employees over age 50 may contribute up to \$24,000. Multiple investment options are available.. Employees are immediately eligible to contribute..

**Employer Match to the 403(b):** Employees are eligible after 12 months of service and 1,000 hours worked. SCAN will match 50% of the first 4% of the employee's contribution to the 403(b). The matching contribution is vested after 3 years of service.

**Employer Contribution to the 403(b):** Employees are eligible after 12 months of service and 1,000 hours worked. SCAN contributes 5% of your earnings to your 403(b) account on a quarterly 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

**Paid Holidays:** 10 days per calendar year

**Volunteer Time Off:** up to four (4) hours per calendar year toward an approved volunteer opportunity that benefits seniors in the community

**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. Company-paid program.

**Wise & Well, Employee Wellness Program:** Participate in educational and action-oriented opportunities that promote optimal health. Program includes discounted gym membership with 24 Hour Fitness, a Smoking Cessation Program, Know Your Numbers, and an annual Flu Vaccination.

**Tuition Reimbursement:** SCAN will reimburse up to \$2,500 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.

**Rideshare Program**

**Reward and Recognition Program**

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