

2003

**THOMAS JEFFERSON UNIVERSITY HOSPITAL  
BENEFITS PROGRAM FOR HOUSE STAFF**

Summarized below are the benefits available to House Staff members of Thomas Jefferson University Hospital.

Your coverages begin immediately unless a different date is shown in the summary. Through the OPT program, you will be able to select a benefits package that best suits your needs.

**OPT: THE JEFFERSON FLEXIBLE BENEFITS PROGRAM**

As a full-time House Staff member, you will receive benefit credits based on your age, salary, and dependent status. If you need more than the Jefferson provided benefit credits, you may convert a portion of your pre-tax salary to additional Benefit Credits in order to purchase more benefits.

**SUMMARY OF EMPLOYEE BENEFITS**

Utilizing providers that are part JeffPLUS, and especially your home hospital, will minimize your out-of-pocket medical costs. As an employee of Jefferson, your home hospitals include Thomas Jefferson University Hospital, Jefferson Hospital for Neuroscience, Thomas Jefferson University Hospital Ford Road Campus, Methodist Hospital and Magee Rehabilitation Hospital. Other hospitals that are members of the Jefferson Health System (JeffPLUS) are Albert Einstein Medical Center, A.I. duPont Hospital for Children, Belmont Behavioral Health, Bryn Mawr Hospital and Bryn Mawr Rehab, Frankford Hospitals (Frankford, Torresdale, and Buck County Campuses), Germantown Community Health Services, Lankenau Hospital, Moss Rehab Hospital, Paoli Memorial Hospital, Willowcrest Skilled Nursing Facility and the Virtua Hospitals (West Jersey at Berlin, Camden, Marlton, Voorhees, and Memorial Hospital of Burlington.)

| <b>Plan</b>   | <b>When Coverage Begins</b> | <b>Who is Eligible</b> | <b>Basic Benefit</b>   |
|---|-----------------------------|------------------------|--|
| Waiver of Health  | Date of Hire                | Full-time              | Upon participation in the OPT program, additional credits are available to full-time employees who have other insurance and elect to waive health coverage.  |
| <b>JeffPLUS PPO's:</b><br>Personal Choice and Aetna PPO | Date of Hire                | Full-time              | <b>Basic Benefit:</b> Preferred Provider networks offering prepaid preventive care and hospitalization through a group of participating physicians and hospitals. Benefits are maximized by utilizing JeffPLUS providers or facilities. <b>Preventive Care:</b> \$15 co-payment per office visit at a JeffPLUS PPO provider; \$20 for a non-JeffPLUS PPO provider. <b>Specialist Care:</b> \$20 co-payment per office visit at a JeffPLUS PPO provider; \$25 for a non-JeffPLUS PPO provider. <b>Inpatient Care:</b> 100% coverage if admitted to a home hospital. \$350 copay per admission if admitted to other JeffPLUS facilities. Admissions to a non-Jefferson/non-JeffPLUS PPO facility covered at 80% after \$350 deductible; 100% coverage after out-of-pocket expenses reach \$2,000. JeffPLUS information and directories supplied by both carriers are available from the Benefits Office.<br><br>Full-time employees contribute 20% of the premium cost for participation in this plan; part-time employees contribute 50%. |

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|--|-----------------------------|------------------------|--|
| Jeff Plus HMO's:<br>Keystone HMO<br>and<br>Aetna HMO                         | Date of Hire                | Full-time              | <p>HMO's offer prepaid health care for virtually all medical expenses with some co-payments or deductibles. Members receive health care from a group of physicians offered by the HMO. You must declare a primary physician for each family member and obtain referrals to visit specialists. Benefits are maximized by utilizing JeffPLUS providers or facilities. <b>Preventive Care:</b> \$10 copayment per office visit at a JeffPLUS provider; \$15 for a non-JeffPLUS HMO provider. <b>Specialist Care:</b> \$15 copayment per office visit at a JeffPLUS provider; \$25 for a non-JeffPLUS HMO provider. <b>Inpatient Care:</b> 100% coverage if admitted to a home hospital. \$250 copay per admission if admitted to other JeffPLUS facilities. a non-JeffPLUS facility. \$350 copay per admission if admitted to a non-JeffPLUS HMO provider. JeffPLUS information and directories supplied by both carriers are available from the Benefits Office.</p> <p>Full-time employees contribute 20% of the premium cost for participation in these plans; part-time employees contribute 50%.</p> |
| <b>Rx Coverage</b><br>NPA/<br>Express Scripts                                | Date of Hire                | Full-time              | <p>Coverage included with your medical plan. Prescriptions filled at Jefferson pharmacies for a 34 day supply are \$5.00 for generic drugs/\$10.00 for brand name; 90 day supply is \$10 for generic/\$20.00 for brand name (formulary or non-formulary). At retail pharmacy for up to a 34 day supply, costs are \$10.00 for generic/\$20.00 for brand name formulary, \$35.00 brand name non-formulary; 90 day supply NOT available through retail pharmacies. <b>Coverage for PPI's, Statins, and Cox 2 Inhibitors available only at a Jefferson in-house pharmacy.</b> Mail order option available.</p>  |
| Vision Care  | Date of Hire                | Full-time              | <p>Coverage included with your medical plan. <b>Examination:</b> PPO's reimburse up to \$30 for annual exam; HMO's: \$15 copay at JeffPLUS provider / \$25 at a non JeffPLUS provider every 24 months. <b>Glasses/Contacts:</b> PPO's reimburse up to \$52 every 24 months or every 12 months if prescription changes. HMO's cover up to \$35 every 24 months.</p>   |
| Life Insurance<br>and<br>Accidental<br>Death &<br>Dismemberment<br>Insurance | Date of Hire                | Full-time              | <p>Basic benefit is one times your annual salary to a maximum of \$50,000 for each coverage. Benefit credits for life insurance given to employees to purchase additional ½ times your annual salary for total coverage of 1½ times your salary. You may select a life insurance option of up to four times your annual salary although evidence of insurability may be required.</p>  |
| Supplemental<br>Accidental<br>Death &<br>Dismemberment<br>Insurance          | Date of Hire                | Full-time              | <p>Available in coverage units of \$100,000 up to a maximum of \$500,000. You may also select coverage for dependents.</p>   |
| Dependent<br>Life<br>Insurance   | Date of Hire                | Full-time              | <p>Five options available:<br/>Spouse \$2,000/child \$1,000<br/>Spouse \$5,000/child \$2,000<br/>Spouse \$10,000/child \$3,000<br/>Spouse \$15,000/child \$4,000<br/>Spouse \$20,000/child \$5,000</p>   |

| <b>Plan</b>                                       | <b>When Coverage Begins</b>    | <b>Who is Eligible</b> | <b>Basic Benefit</b>  |
|---|--------------------------------|------------------------|---|
| Travel Accident Insurance                         | Date of Hire                   | Full Time              | Available when traveling on Jefferson business. Benefit predicated on salary. Maximum benefit of \$100,000.   |
| <b>Dental Care:</b><br>Delta Dental And Aetna DMO | After one year of employment   | Full-time              | Employee and dependent coverage is optional. Delta's coverage based on percentage (100%,80%, 50%) of UCR fee. Annual \$50 individual deductible /\$150 per family. \$1,500 annual maximum benefit if dentist is a Delta Premier provider; \$1,700 if dentist is a Delta Preferred provider. Lifetime orthodontia benefit \$1,500 per person. Aetna coverage must be provided by a declared primary dentist and referrals necessary for specialists. Coverage also based on UCR with unlimited annual benefit.   |
| Short-Term Disability                             | Date of Hire                   | Full-time              | Continuation of base salary for up to six (6) months at no cost.  |
| Long-Term Disability                              | After one year of employment   | Full-time              | Coverage for total disability following initial 6 months of disability. You have the opportunity to choose from the following three plans with a maximum benefit of \$12,500 per month.<br>A. 50% of your monthly salary inclusive of social security.<br>When eligible, this option is provided at no cost to the employee.<br>B. 60% of your monthly salary inclusive of social security.<br>C. 70% of your monthly salary inclusive of social security.<br><u>Note:</u> After your election, you can not change the level of coverage for a two-year period. |
| The Employee Reimbursement Account                | Date of Hire                   | Full-time              | The Employee Reimbursement Account is designed so that you may pay qualified health, dental, and vision care and dependent care expenses with benefit credits on a before-tax basis instead of paying for these expenses from your take-home pay after Federal income taxes have been deducted. For childcare expenses, the maximum annual limits are \$5,000 if married filing jointly or head of household; \$2,500 annually if single or filing separately.  |
| Tax Sheltered Annuity Plans                       | Date of Hire (voluntary)       | All Employees          | Selection of a group of companies with amounts contributed to fixed income or equity products on a tax deferred basis.  |
| Tuition (External)                                | After six months of employment | Full-time              | Undergraduate courses: 80% reimbursement up to \$3,000 per fiscal year. Graduate courses: 80% reimbursement up to \$5,000 per fiscal year. Courses must be job-related or university related in a degree program; medical and law degrees excluded  |
| Tuition (Internal)                                | After 60 days of employment    | Full-time              | For undergraduate courses in the College of Health Professions: 90% reimbursement up to \$5,000 per fiscal year. For graduate courses in the Graduate Studies Program: 90% reimbursement up to \$7,500 per fiscal year. Fiscal year is July 1 through June 30.  |
| Tuition Discount for Dependents                   | After 60 days of employment    | Full-time              | Tuition discount offered for courses taken through the Department of General Studies in the Jefferson College of Health Professions for spouse and children of eligible employees. Additional information is available from the Department of General Studies.  |

| <b>Plan</b>  | <b>When Coverage Begins</b> | <b>Who is Eligible</b>             | <b>Basic Benefit</b>  |
|--------------|-----------------------------|------------------------------------|---|
| Vacation     | Date of Hire                | Full-time                          | G-1 level, 10 days per year. All others, 20 days per year.  |
| Holidays     | Date of Hire                | Full-time<br>(excluding Residents) | New Years Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, and Christmas Day.                                      |
| Personal Day | Date of Hire                | Full-time                          | To be used between October 1 <sup>st</sup> and June 30 <sup>th</sup> . Must be scheduled and approved by the department you are in. |

**OTHER PROGRAMS AND FACILITIES**

|                                 |                     |                               |
|---------------------------------|---------------------|-------------------------------|
| Banking Programs                | Carebridge          | U.S. Government Savings Bonds |
| Blood Donor Club                | GlobalFit           | Freedom Credit Union          |
| Library Privileges              | Health Awareness    | Jefferson Alumni Hall Commons |
| Commuter Services and Discounts | First Call (EAP)    | Long Term Care Insurance      |
| Direct Payroll Deposit          | Adoption Assistance | Countrywide Pre-Paid Legal    |

Please Note: Specific eligibility requirements apply to the benefit plans identified in this summary. Your entitlement to any of the benefits listed herein is expressly conditioned upon, and subject to, your meeting such eligibility requirements as provided in the plans. You may not rely upon this sheet as a determination as to your qualification or eligibility for such benefits. Detailed information is provided during the benefits orientation and enrollment session. If you have other questions, please contact the Employee Benefits Office.

Department of Human Resources  
Employee Benefits Office  
201 S. 11<sup>th</sup> Street  
Martin Bldg. – First Floor  
Philadelphia, PA 19107  
(215) 503-8100

***House Staff Stipends***  
***July 1, 2003 to June 30, 2004***

| <u>PGY Level</u> | <u>Annual Stipend</u> |
|------------------|-----------------------|
| 1                | \$38,500              |
| 2                | \$40,000              |
| 3                | \$41,500              |
| 4                | \$43,000              |
| 5                | \$44,500              |
| 6                | \$46,000              |
| 7                | \$47,500              |
| 8                | \$49,000              |