

# ATLANTA MEDICAL CENTER SUMMARY OF BENEFITS 2010

## For FT and PT1 Employees

<b>Core Benefits</b>	<p>At no cost to you, we provide a strong foundation of financial protection and personal support to benefit eligible employees through:</p> <ul style="list-style-type: none"> <li>▪ Basic employee life &amp; AD&amp;D insurance</li> <li>▪ Business travel accident insurance</li> <li>▪ Employee assistance program</li> </ul>
<b>Medical</b>	<p>Your health, along with the health of your family, is important to us. From time to time, everyone has a need to seek medical care. That is why we provide a wide array of choices to select from that will best fit you and your family's needs including:</p> <ul style="list-style-type: none"> <li>▪ High Deductible Health Plan with a Health Savings Account component</li> <li>▪ PPO</li> <li>▪ EPO</li> </ul>
<b>Dental</b>	<ul style="list-style-type: none"> <li>▪ Comprehensive Dental Plan</li> <li>▪ Preventive Dental Plan</li> </ul>
<b>Vision Plan</b>	<p>We provide a convenient way to get vision care at a significant savings including small co-pays for each covered service and the plan covers for the rest.</p>
<b>Paid Time Off (PTO)</b>	<p>We recognize the value and need for employees to take time off from work for rest, relaxation, and other purposes. Accordingly, participants are encouraged to take time off during the year.</p>
<b>Spending Accounts</b>	<p>Spending accounts are a great way to pay for out of pocket health and dependent care expenses using federal-tax advantaged money. Tenet offers spending accounts for:</p> <ul style="list-style-type: none"> <li>▪ Health Care Spending</li> <li>▪ Dependent Care Spending</li> </ul> <p>Effective <b>March 1, 2009</b>, the HSA kick-start amount of \$500 will be prorated based on the HSA effective date.</p>
<b>Employee Stock Purchase Plan</b>	<p>You have the opportunity to invest in Tenet Stock at a discounted rate (<b>5%</b>) by purchasing through payroll deductions.</p>
<b>401(k) Retirement Plan (Effective 1/1/09)</b>	<p>Our program is designed to help you save for your future. Employees that participate will enjoy:</p> <ul style="list-style-type: none"> <li>▪ Eligibility to contribute on a pre-tax and after-tax basis beginning on their 91st day of employment</li> <li>▪ A company match on their contributions for up to 1.5% of their base salaries. (<i>Matching will be made if the employee has worked 1000 hours in the year and is employed on Dec. 31<sup>st</sup>.</i>)</li> <li>▪ Fidelity managed Investments</li> </ul> <p>* An annual maintenance fee of approx. \$7 applies</p>
<b>Tuition Reimbursement Plan</b>	<p>Our commitment is to our people. That is why one of our top priorities is to assist you with the financial challenges of investing in your education and professional growth. It is important to us and to the community we serve. We offer a Tuition Reimbursement Plan that is designed to help you realize your dreams.</p>

This information is provided as a summary and not an all-inclusive explanation of benefits and is subject to changes. Changes to health insurance plans will generally occur in January each year. Please ask HR if you have any questions as to the current benefits package at the time of interview/offer.