

Montefiore

For Your Benefit




Voluntary Benefits Overview

Montefiore offers a Voluntary Benefits Program with direct access to a variety of products and services. Some offer group discounts and the convenience of payroll deduction. You manage your benefits and can enroll at any time during the year.

Here's what your Voluntary Benefits include:

- **Montefiore Medical Center Voluntary Tax Deferred Annuity 403(b) Plan**
- **Commuter Benefits Program** – This program can save you money by permitting you to pay your eligible transportation expenses, including mass transit and parking, through pre-tax payroll deductions.
- **Credit Union** – Savings accounts, ATMs and loans at favorable rates plus a holiday club and a travel club.
- **Critical Illness Insurance** – Financial protection in case of a disability or serious illness.
- **Employment/Income Verification** – The Work Number is a service that allows you to provide proof of your employment and/or income.
- **Home Mortgage** – You may obtain below market origination fees and competitive rates for financing a home.
- **Tuition Reimbursement** – Montefiore's Tuition Reimbursement Program is designed to promote continuous professional development and growth for associates.
- **Universal and Whole Life Insurance with Long Term Care** – Protect your family against possible financial hardship in the event of your death.
- **Employee Discount Program**
 - Automobile and Homeowners Insurance offered through MetLife and Travelers Insurance at group rates that may be lower than you could obtain on your own.
 - Health Club Membership – Montefiore has arrangements with various Health Clubs in the area.
 - LASIK Surgery – Montefiore Laser and Eye Care Center at Montefiore Medical Specialists of Westchester offers LASIK Surgery discounts of **20%** off of the regular charge for you and your family members.
 - PerksCard – Discounts on purchases from participating businesses
 - Pet Insurance – VPI Pet Insurance offers two plans with different levels of coverage to assist you with the expense of caring for your pet.
 - Plum Benefits – Special offers on live entertainment with discounts on tickets for sporting events, theme parks, Broadway and more.
 - Purchasing Power – A buying service for computers, electronics and appliances; you pay for your purchases through payroll deductions over a 12-month period



Montefiore Medical Center Voluntary Tax Deferred Annuity 403(b) Plan

The Montefiore Medical Center Voluntary Tax Deferred Annuity 403(b) Plan provides an excellent tool to help you save for your future financial security.

- Your before-tax contributions are automatically deducted from your paycheck and accumulate earnings on a tax-deferred basis.
- You make your own investment decisions based on your investment strategy and the level of risk you are willing to accept.
- You can change your allocations and transfer amounts among investment options.
- You are always 100% vested in your contributions.
- You can borrow against your account and under certain circumstances you may even make a withdrawal.

Maximum contributions are determined by the IRS and are adjusted annually. In addition, if you are age 50 or older you can make an additional “catch-up” contribution.

At any time during the year, to elect the Voluntary Tax Deferred Annuity 403(b) Plan, change your election and/or if you are eligible for and want to make a “catch-up” contribution, contact Principal at **800.547.7754** or go to www.principal.com.

Commuter Benefits Program

Whether you use mass transit, drive or a combination of both, you can save money just about any way you commute to work.

Through the Commuter Benefits Program you can qualify for *significant tax advantages* when you pay your commuting expenses through pre-tax payroll deductions. Your contributions are automatically deducted from your paycheck before taxes are calculated and withheld. This lowers your taxable income, so you *save money on taxes!*

It's convenient and easy to use with online ordering and home delivery plus direct-payment – you don't have to wait for reimbursement. You pay no extra fees. Montefiore pays WageWorks administrative fees on your behalf as part of your benefits package. For more information contact WageWorks at **877.924.3967** or www.wageworks.com.

Critical Illness Insurance

Critical Illness Insurance complements your medical and disability income coverage and can reduce the financial impact of disability or serious illness. A lump sum benefit is paid directly to you for the first occurrence of a covered critical illness. You have full control over how the benefit is used. Additional occurrence benefits are available for specific multiple medical conditions. Family coverage options are available.

Tuition Reimbursement

Montefiore Medical Center reimburses your tuition each academic year (September 1 through August 31), subject to certain maximum limitations, for job-related courses leading to an undergraduate or graduate degree at an accredited institution. Associates who are covered by a collective bargaining agreement are eligible for tuition reimbursement benefits, if any, in accordance with the provisions in their collective bargaining agreement.

Universal and Whole Life Insurance

Life Insurance offers financial protection for your family against possible financial hardship in the event of your death. Montefiore offers two different types of Life Insurance – Universal and Whole Life.

Both policies offer:

- *Convenience* – You may arrange for automatic premium payments through payroll deduction.
- *Portability* – You own your policy and can take with you if you leave Montefiore, without any rate or coverage changes.
- *Tax-Deferred Cash Value Accumulation* – A portion of your premium payments may be deposited into an interest earning account. The earnings on your account grow tax-deferred as long as the policy remains in force.
- *Accessibility* – You may borrow against the cash value of your policy at a set rate of interest. While the loan is outstanding, you continue to earn interest on the remaining cash value, which helps offset the interest you pay on the loan.
- *Dependent Coverage* is available for your spouse and children.
- *Optional Riders* – You may purchase and add to your policy (i.e., Long Term Care, Critical Illness).

The differences are:

Universal Life Insurance	Whole Life Insurance
• <i>Variable Coverage</i> – You may increase or decrease the face value of your policy.	• <i>Fixed Coverage</i>
• <i>Variable Premiums</i> – You may vary the amount and/or timing of premium payments.	• <i>Fixed Premiums</i>
• <i>Variable Interest Rate</i> on Tax-Deferred Cash Value Accumulation.	• <i>Fixed Interest Rate</i> on Tax Deferred Cash Value Accumulation.

For more information call the Voluntary Insurance Program (VIP) Service Center at **800.347.6071**.



Employee Discount Program

Automobile/Homeowners Insurance

Special group discounts on automobile and homeowners insurance. If you work more than 50% of a full-time schedule, there is an extra discount when you use automatic payroll deduction for premium payments.

For information contact:

- Travelers – **888.695.4640**
www.travelers.com
- MetLife Auto & Home® – **800.438.6388**
www.metlife.com

Health Club Membership

Montefiore has made arrangements with various Health Clubs in the area. Up-to-date information is available on Montefiore's Intranet – eMontefiore – Benefits Information, Human Resources, click on Employee Affinity/Discount Programs.

LASIK Surgery

Montefiore Laser and Eye Care Center at Montefiore Medical Specialists of Westchester offers LASIK Surgery discounts of 20% off of the regular charge for you and your family members.

If you are interested in obtaining more information about LASIK surgery and the services offered at Montefiore's new facility, please contact **718.920.2020**; Montefiore Laser and Eye Care Center at Montefiore Medical Specialists of Westchester, 495 Central Park Avenue, Scarsdale, New York 10583

PerksCard

PerksCard is discount program that allows you and your family to save money on many products and services. On their website you can find local businesses close to home and work, across the country or shop online for discounts from nationally recognized retailers. There are no fees to register and you pay nothing to use the card.

Here's how you can obtain your discounts.

- *In Store* – Show your PerksCard to participating merchants at the time of each purchase.
- *Online at www.perkscard.com*:
 - Receive discounts on gift cards and purchases! You cannot get these discounts in stores.
 - Download and print discount coupons.

You must register your PerksCard to activate your card. For more information contact PerksCard at **877.253.7100** or www.perkscard.com.

Pet Insurance

As veterinary care becomes more advanced, the costs continue to rise. Pet insurance can help make sure you'll always be able to give your pet the best care possible. VPI Pet Insurance offers a choice of plans with different levels of coverage. Monthly premiums will vary based on the type of plan you elect and the breed, age, and location of your cat or dog. There are also plans for avian and exotic animals.

For information contact VPI Pet Insurance (**877.PETS.VPI**) or online at www.PetsVPI.com.

Plum Benefits

Plum Benefits provides discounts and special offers on tickets for sporting events, theme parks, Broadway and more. Each month, there's a new comprehensive Entertainment Guide that includes a variety of offers and events or go online and search by price, event type or most popular. You can complete an online profile and receive alerts about specific offers that might be of special interest to you.

To register:

- Go to www.plumbenefits.com/signup
- Enter your home email address
- Enter Access Code: **ac1025828**

Remember to use the Plum Benefits promotional code when you buy tickets from the box office, online or over the phone.

For more information contact Plum Benefits at **212.660.1888** or www.plumbenefits.com.

Purchasing Power

Purchasing Power allows eligible Montefiore associates to purchase new, brand name computers, electronics and home appliances through the convenience of payroll deduction and home delivery direct from the manufacturer. In order to be eligible, an associate must be at least 18 years of age, an active full or part time associate with at least 12 months of service, earn at least \$16,000 per year, and have bank account or credit card. No credit checks, no down payment, and a 12 month payment plan.

Register online at www.Montefiore.PurchasingPower.com. You can also order by phone – call **800.537.3134**.

Of course, whenever you make an important purchase, it's always a good idea to comparison shop before you make a decision.

Montefiore

Corporate Human Resources Division
HR-Benefits Office

111 East 210th Street, Bronx, NY 10467-2490
montebenefits@montefiore.org
www.montebenefits.com