

# Victor Regional Hospital

## Your 2018 Personal Statement of Total Compensation

Dear Sally:

I am pleased to present your 2018 Personal Statement of Total Compensation, which outlines the value of your salary and benefits at Victor Regional Hospital. One of our initiatives is to provide competitive employee pay and benefits designed to offer current protection and future security for you and your family. This statement is designed to give you a comprehensive overview of the total value of financial rewards of your employment with Victor Regional Hospital.

Your individual statement gives you the opportunity to review your total compensation and your benefit choice selections. As you can see, the value of your benefits is a significant portion of your total compensation. We recognize the contribution that you as an individual makes toward the success of this hospital, and we do our best to keep the benefits and compensation programs current as employee needs and expectations change.

Please take the time to review your statement carefully, share it with your family, and keep it in a safe place for future reference. If you have any questions, please contact Human Resources.

Thank you for your contributions to Victor Regional Hospital.

Sincerely,

*Richard E. Carter*

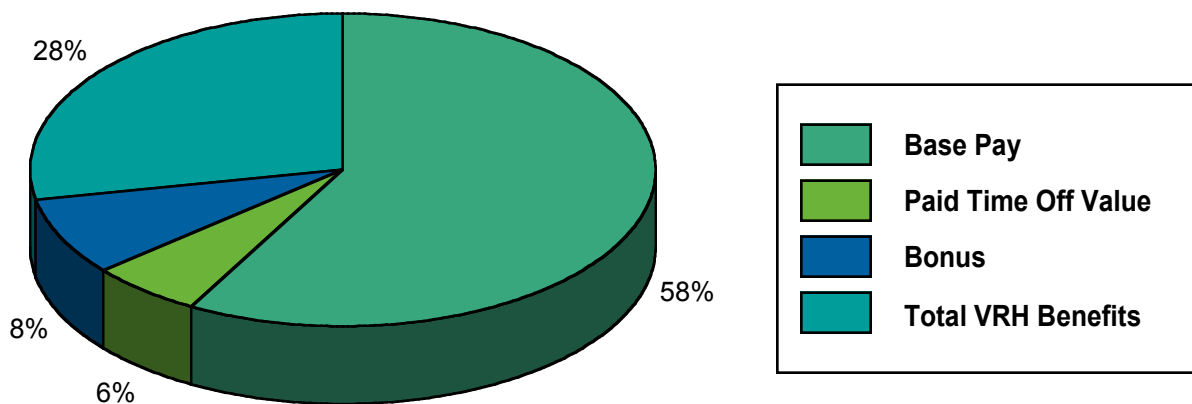
Richard E. Carter  
President and Chief Executive Officer



# Your Total Compensation

As an employee of Victor Regional Hospital (VRH), you are eligible to participate in many valuable benefit programs. While you contribute to the cost of some of these benefit programs, Victor Regional Hospital covers most of the annual expense for these programs. Your 2018 projected compensation is summarized below.

<u>Your</u>	<u>Your Cost</u>	<u>VRH Cost</u>
Base Pay for Time Worked:		<b>\$45,192</b>
Paid Time Off Value:		<b>\$4,808</b>
<b>Annual Base Pay:</b>		<b>\$50,000</b>
<b>Bonus:</b>		<b>\$6,000</b>
Medical and Prescription Benefits:	<b>\$1,148</b>	<b>\$11,772</b>
Dental Benefits:	<b>\$413</b>	<b>\$1,065</b>
Vision Benefits:	<b>\$42</b>	<b>\$219</b>
Life Insurance Benefits:	<b>\$107</b>	<b>\$168</b>
Disability Benefits:		<b>\$202</b>
Additional Benefits:	<b>\$3,017</b>	<b>\$6,597</b>
Retirement Benefits:	<b>\$1,500</b>	<b>\$2,750</b>
<b>Total Cost of Benefits:</b>	<b>\$6,227</b>	<b>\$22,773</b>
 <b>Your Total Compensation:</b>		 <b>\$78,773</b>



**Total VRH Benefit Costs plus Paid Time Off and Bonus are 42% of Your Total Compensation**

## Other Valuable Benefits Offered at Victor Regional Hospital

- Employee Assistance Program
- Employee Referral Bonus
- Educational Reimbursement Programs
- Scholarship Programs
- Employee Recognition Programs
- Recreational Discounts
- Discounted Fitness Center Memberships
- Direct Deposit
- Jury Duty, Bereavement, and other Leaves of Absence

## Medical and Prescription Benefits

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The Blue Cross PPO Medical Plan provides comprehensive medical and prescription coverage for you and your eligible dependents. Your plan is designed to provide maximum benefits when services are rendered through a PPO network. You may elect to have services provided out-of-network after a deductible is met and at higher co-pays. Services rendered by a network provider include:

- Physician office visits, routine and preventive services, and well-child checkups covered at 100% after a \$20 co-pay.
- Inpatient and outpatient hospital services, surgical services including surgeon and anesthesia covered at 100%.
- Urgent care visits and emergency room services covered at 100% after a \$50 co-pay.
- Retail prescriptions (30-day supply) with a \$10 co-pay for generic \$30 co-pay formulary brand-name, and \$50 for non-formulary prescription or refill. Mail order prescriptions (90-day supply) for only two times the co-pay.

**As of January 1, 2018, you were enrolled in the Blue Cross PPO Medical Plan with Family coverage.**

For questions regarding your plan visit the Victor Regional Medical website at [www.VRM.org](http://www.VRM.org) or call (888) 888-8888.

## Dental Benefits

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Dental coverage is available through Delta Dental. The preventive plan covers 100% of diagnostic and preventive services performed by a Delta dentist (maximum benefit \$500 per person per calendar year). The comprehensive plan allows you to choose any licensed dentist but a higher level of benefits are paid by using an in-network dentist. Covered services include 100% for diagnostic and preventive, 80% for basic restorative, and 50% for major restorative. The maximum benefit is \$1,500 per person per calendar year (\$1,000 orthodontia lifetime maximum for dependents up to age 19) when performed by an in-network dentist.

**As of January 1, 2018, you were enrolled in the Delta Dental Comprehensive Plan with Family coverage.**

For more information visit the Delta Dental website at [www.deltadental.com](http://www.deltadental.com) or call (800) 932-0783.

## Vision Benefits

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Vision services are offered through a network of Vision Service Plan (VSP) providers. Eyecare benefits include exam covered in full every 24 months, prescription lenses every 24 months, frames every 24 months, and the first \$125 towards contact lenses every 12 months. Discounts on laser surgery are available. Refer to your VSP plan description for co-pays and maximum allowances.

**As of January 1, 2018, you were enrolled in the VSP Vision Plan with Family coverage.**

For more information visit the VSP website at [www.vsp.com](http://www.vsp.com) or call (800) 877-7195.

## Flexible Spending Accounts

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Flexible Spending Accounts allow you the opportunity to pay for eligible health care and dependent care expenses with before-tax dollars. By using before-tax dollars you reduce your cost by the amount you save in taxes. You have allocated **\$1,000** to your Health Care Spending Account and **\$0** to your Dependent Care Spending Account.

## Life Insurance Benefits

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Victor Regional Hospital offers benefit eligible employees basic life insurance coverage and the opportunity to purchase supplemental life insurance at group discount rates.

In the event of your death, your beneficiary(ies) would be entitled to a life insurance benefit equal to **\$50,000**.

In the event of accidental death or dismemberment (AD&D), you or your beneficiary(ies) may be entitled to receive AD&D insurance up to **\$50,000**.

You have elected supplemental life insurance coverage on yourself equal to **\$25,000**.

You have elected supplemental AD&D insurance coverage on yourself up to **\$25,000**.

You have elected supplemental life insurance coverage on your spouse equal to **\$7,500**.

You have elected supplemental life insurance coverage for your dependent child(ren) equal to **\$2,500**.

***Please review your beneficiary designations(s) on file in Human Resources to ensure they are up to date.***

## Disability Benefits

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Victor Regional Hospital provides benefit eligible employees core Long-Term Disability coverage with an optional buy up plan. Under the core plan, after 180 days of disability, you may receive 50% of your monthly covered earnings, to a maximum of \$6,000, until the disability ends or you reach normal retirement age under the Social Security Act. The optional plan provides benefits at 60% of monthly covered earnings after 90 days of disability. **As of January 1, 2018, you were enrolled in the core Long-Term Disability Plan.**

## Additional Benefits

Workers' Compensation Insurance benefits available for occupational injury or illness.

Federal and State Unemployment Insurance provided as legally required.

Social Security/Medicare

## Retirement Benefits

The Victor Regional Hospital Plan (VRHP) is designed to assist you in saving for your retirement years. Your Plan consists of three sources of contributions:

- **Your 401(k) Contributions:** You are eligible to begin participating in the Plan on the 1st day of the calendar quarter following one month of service. Your contributions are deducted before-tax and all earnings grow tax deferred until you remove them from your account. You may elect to make contributions up to the maximum limitation established annually by the IRS. You are always 100% vested in your contributions and any investment earnings generated on those contributions.




- **401(k) Matching Contributions:** You are eligible to receive 401(k) matching contributions on the 1st day of the calendar quarter after turning age 21 and having completed one year of service with 1,000 or more hours. VRHP matches 50% of your before-tax contributions up to the first 6% you contribute. You become fully vested in the VRHP matching contributions after 5 years of service.

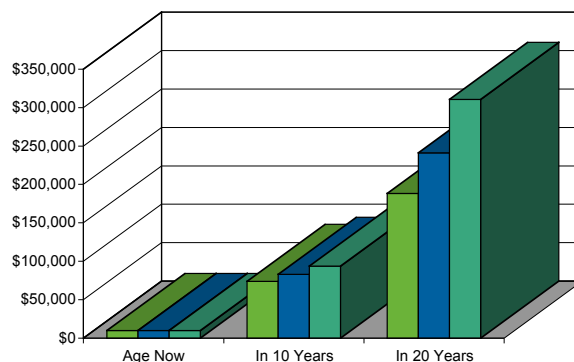
- **Incentive Reward Contributions:** You are automatically eligible for incentive reward contributions on the 1st day of the calendar quarter after turning age 21 and completing one year of service with 1,000 or more hours. The percentage of contributions made to your account are based on your personal incentive as well as overall Hospital performance. You become fully vested in your VRHP rewards after 5 years of service.

Your balance as of December 31, 2017 was **\$10,000**. You are currently contributing **3%** to your 401(k) Plan. Should you participate at this rate throughout the 2018 calendar year at an annual base earnings of **\$50,000**, you will contribute a total of **\$1,500** and VRHP will contribute a total of **\$750**. The incentive reward contribution of **4%** was distributed to your account at year end December 31, 2017.

If you continue your contribution and VRHP continues its 401(k) matching and profit sharing contributions, your retirement account could be substantial. The table below illustrates projected account values of your contributions, 401(k) matching contributions, and profit sharing contributions at the estimated growth rates. The projected account values assume all contributions will remain the same. Furthermore, it assumes you will be 100% vested in the VRHP and profit sharing contributions.

### Estimated Value of Your Account

Estimated Growth Rate	Balance 12-31-17 At Your Age 34	Projected In 10 Years	Projected In 20 Years
6% 	\$10,000	\$73,927	\$188,410
8% 	\$10,000	\$83,157	\$241,098
10% 	\$10,000	\$93,671	\$310,694



## Paid Time Off

Based on your current accrual rate during the calendar year 2018 you are eligible for:

15 Paid Time Off (PTO) days

10 Holidays

Sally Sample  
500 Maple Street  
Rochester, NY 14620

## About Your Personal Statement of Total Compensation

The benefits outlined in this statement have been calculated as of January 1, 2018 (unless stated otherwise), using certain and necessary assumptions, including the assumption that the benefit plans will remain unchanged. Every effort has been made to accurately reflect your information on this statement. There is, however, no warranty of complete accuracy is implied. The benefits outlined in this statement are presented in abbreviated terms. In all cases, the actual text of the benefit plan legal documents will define specific benefits. Victor Regional Hospital reserves the right to modify or discontinue any benefits or policies at any time. If you have any questions about information in this statement, please contact Human Resources.