



HEALTH & WELFARE BENEFITS OVERVIEW FOR CALIFORNIA EMPLOYEES

Nexus
HEALTH SYSTEMS

“your connection to specialty care”

Nexus
Specialty Hospital
a part of Nexus Health Systems

HealthBridge
Children's Hospital
a part of Nexus Health Systems

Touchstone
Neurorecovery Center
a part of Nexus Health Systems

If You Have Questions...

When you have questions about...	Contact	Telephone	Web Site or E-mail Address
Medical	Kaiser Permanente Health Net	800.464.4000 800.361-3366	www.kp.org www.healthnet.com
Dental	Humana	800.626.1690	www.myhumana.com www.humanadental.com
Vision	Humana	866.537.0229	www.myhumana.com www.humanavisioncare.com
Basic Life or AD&D	Unum	800.421.0344	N/A
Optional Term Life	Unum	800.421.0344	N/A
Long-Term or Short-Term Disability	Unum	800.421.0344	N/A
Flexible Spending Accounts (FSAs)	Humana	800.604.6228	www.myhumana.com
Critical Illness, Accident, or Whole Life	Unum	800.635.5597	N/A
401(k)	The Hartford	800.339.4015	http://retire.hartfordlife.com



What's Inside

This brochure provides a summary of your benefit options and is designed to help you make your choices and enroll for your coverage. Please contact your facility HR representative to enroll. If you have any questions after enrolling, please call the benefit plan providers directly or log on to their Web sites for more details. Provider contact information is listed on the inside front cover of this brochure.

Who's Eligible

As a regular full-time employee working 32 or more hours per week, you are eligible for the benefits described in this brochure at the first of the month following your date of hire.

You can also enroll your eligible dependents for coverage. Eligible dependents include your legal spouse or domestic partner and your unmarried children up to age 19 (or age 24 if full-time students).

Important Note: After-tax premiums will be deducted from your paycheck for your domestic partner. The cost for coverage that the Company pays for your domestic partner is considered taxable income and will appear on your W-2 as earnings.

When to Enroll

You can enroll for coverage within 31 days of your initial eligibility date or during the annual open enrollment period. Outside the open enrollment period, the only time you can change your coverage is within 31 days after you experience a qualified change in status. (See "Changing Coverage During the Year" for details.)

Changing Coverage During the Year

You can change your coverage during the year only when you experience a qualified change in status, such as marriage, divorce, beginning or ending a domestic partnership, birth, adoption, or placement for adoption.

You must notify Human Resources of a qualified change within 31 days of the event, and the election date must be consistent with the event. For example, if your dependent child no longer meets eligibility requirements, you can drop coverage only for that dependent.

Get the Most from Your Benefits

Nexus Health Systems offers you and your eligible family members a comprehensive and valuable benefits program. We encourage you to take the time to educate yourself about your options and choose the best coverage for you and your family.

To get the most from your benefits during the year, try these tips:

- Purchase your maintenance medications through the mail-order program
- Ask your doctor for the generic equivalent of the brand-name drug prescribed
- Visit in-network providers for your care



Stay Healthy with Medical Coverage

As a foundation for your good health, Nexus provides you with a selection of medical plans that offer quality, flexibility and value. Choose the plan that best meets your personal needs. Review the comparison chart below for a summary of medical plan features.

Plan Features	Kaiser Permanente HMO	Health Net (Buy-Up Plan)	
		HMO	PPO
Annual Deductible Individual Family	N/A	N/A	N/A
Out-of-Pocket Maximum Individual Family	\$1,500 \$3,000	\$3,000 \$6,000	
Lifetime Maximum	Unlimited	Unlimited	
Office Visits Primary Physician Specialist	100% after \$20 copay	100% after \$30 copay	100% after \$45 copay
Preventative Care	100% after \$20 copay (\$20 after \$250 copay per visit)	100% after \$30 copay	100% after \$45 copay
Inpatient Hospital	100% after \$250 per admission	100% after \$500 copay per day (3 day copay maximum)	
Outpatient Services	100% after \$20 copay	70% after deductible (\$500 copay for surgery)	
Emergency Room	100% after \$50 copay per visit	100% after \$100 copay per visit (waived if admitted)	
Mental Health-Inpatient	100% after \$250 per admission up to 30 days per year	100% after \$500 copay per day (3 day copay maximum) up to 30 days per year	
Mental Health-Outpatient	100% after \$20 per visit (\$5 copay for group sessions); up to 20 visits per year	100% after \$30 copay per visit (\$15 for group sessions) up to 20 visits per year	
Prescription Drugs—Retail	(30 day supply) 100% after: Generic \$10 copay Brand: \$25 copay	(30 day supply) 100% after: Level 1: \$15 copay Level 2: \$30 copay Level 3: \$50 copay	
Prescription Drugs—Mail-Order	(100 day supply) 100% after: Generic \$20 copay Brand: \$55 copay	(90 day supply) 100% after: Level 1: \$30 copay Level 2: \$60 copay Level 3: \$100 copay	
Vision	Optical eyewear: \$175 per 24 months \$20 copay for exam	HumanaVision plan included	

Enhance Your Smile with Dental Coverage

Strong teeth and gums are an important part of good health, which is why Nexus offers you and your eligible dependents comprehensive dental coverage through Humana. The dental plan helps you pay for most necessary dental services and supplies, including diagnostic and preventive care (such as exams, cleanings, and X-rays), and basic and major restorative services (such as fillings, crowns, and dentures). Review the chart below for a comparison of dental features.

Plan Features	Comprehensive Dental	
	In-Network	Out-of-Network
Annual Deductible	(Applies to Basic & Major care only)	(Applies to Basic & Major care only)
Individual	\$50	\$50
Family	\$150	\$150
Preventative Care	100% of PDP fee*	100% of R&C fee**
Basic Care	80% of PDP fee*	80% of R&C fee**
Major Care	50% of PDP fee*	50% of R&C fee**
Orthodontia (Child Only)	50% of PDP fee*	50% of R&C fee**
Orthodontia Lifetime Maximum	\$1,000 per person	
Annual Maximum Benefit per Person	\$1,500	\$1,500

*Fees that a participating PDP dentist has agreed to accept as full payment.

**Reasonable & Customary

See Clearly with Vision Coverage

Nexus provides you and your covered family members with vision benefits through Humana. The plan covers eye exams, prescription lenses, frames or contact lenses. Review the comparison chart below for a comparison of plan features.

Plan Features	Vision Care Plan	
	Participating Provider	Non-Participating Provider
Exam/material copay	\$10/\$15	
Exam	100% after copay	\$35 allowance
Lenses		
Single	100% after copay	\$25 after copay
Bifocal	100% after copay	\$40 after copay
Trifocal	100% after copay	\$60 after copay
Frames	\$50 wholesale frame allowance	\$40 retail allowance
Contact Lenses		
Elective	\$150 allowance	\$150 allowance
Medically Necessary	100%	\$210 allowance

Protect Your Loved Ones with Life and AD&D Insurance

Basic Life and AD&D

Life insurance protects your family or other beneficiaries in the event of your death while you are still actively employed at Nexus. Your coverage amount will be paid to the beneficiary of your choice. Nexus pays for coverage, offered through Unum, in the amount of \$25,000.

If your death is due to a covered accident or injury, your beneficiary will receive an additional amount through Accidental Death and Dismemberment (AD&D) coverage. AD&D coverage is equal to your life insurance coverage amount. AD&D benefits are payable if you pass away, lose a limb, or have a loss of speech, hearing, or eyesight because of a covered accident (either on or off the job) and the loss occurs within one year of the covered accident. The payable amount of your AD&D benefit depends on the type of loss. In the event of death due to an accident, your beneficiary may receive both your life and AD&D benefits.

Optional Term Life Insurance

You may purchase additional Optional Life insurance for yourself in multiples of \$25,000 up to a maximum benefit of \$500,000 or 5 times your annual salary, whichever is less. If you purchase Optional Life insurance when you are first eligible, you can obtain \$150,000 of coverage without answering medical questions.

You may elect also the following coverage for your spouse and children:

Spouse: multiples of \$5,000 up to a maximum benefit of \$100,000 or 100% of your Optional Life insurance amount.

Child(ren): \$2,000, \$4,000, \$6,000, \$8,000 or \$10,000 (\$1000 for children under 6 months).

If you do not enroll for coverage during your initial eligibility period, evidence of insurability is required and you can be denied.

Prepare for the Unexpected with Disability Insurance

Disability insurance continues a portion of your income if you become unable to perform your regular job duties for an extended period of time due to illness or injury.

Long-Term Disability

If you become disabled, the plan begins to pay you a monthly benefit 90 days after the start of your disability. LTD works with Social Security—and any other group disability coverage—to provide you with a combined monthly benefit equal to 60% of the monthly salary you were earning as an active employee, up to \$10,000 per month. Nexus contributes the full cost for your coverage. You will be automatically enrolled in this plan on the first of the month following date of hire.

Short-Term Disability

You may choose to enroll for Short-Term Disability (STD) coverage, which pays you up to 60% of your weekly salary to a maximum of \$1,000 per week after 14 days of an illness or injury. The maximum benefit period is 11 weeks. No preexisting condition limitations apply. If you do not enroll for coverage during your initial eligibility period, evidence of insurability is required and you can be denied.



Save Money with Flexible Spending Accounts

You can set aside money in a flexible spending account (FSA) before taxes are deducted to pay for certain health and dependent care expenses, lowering your taxable income and increasing your take home pay.

You submit itemized receipts for eligible expenses to be reimbursed with your own untaxed dollars. You may participate in one or both of the FSAs by making your annual pledge amount during the annual open enrollment period (for benefits effective during the August 1, 2009 through July 31, 2010 plan year), or within your initial eligibility or qualifying event period. Only expenses for services incurred during the plan year while you are actively employed are eligible for reimbursement from your accounts.

Health Care Spending Account

Covered expenses include deductible, coinsurance amounts, vision expenses (including contacts and glasses), hearing care, orthodontia and other eligible expenses (including certain over-the-counter medications) not covered by your health care benefit plans. Expenses are covered for you and your eligible dependents. A Humana Access debit card is available.

Dependent Care Spending Account

Covered expenses include dependent care expenses for your children or other eligible dependents so that you (or you and your spouse, if you are married) can work. Your spouse must work or attend school full-time for your expenses to be eligible. An eligible dependent is a child under age 13 or any dependent who is incapable of self-care, whom you claim on your tax return and who spends at least eight hours a day in your home.

Eligible flexible spending account expenses are listed in IRS Publications 502 and 503, which you can obtain through your local IRS office or from the IRS Web site at www.irs.gov. Click on *Forms and Publications* and then select Publication 502 or 503.

Funding Your Account(s)

The maximum amounts you can contribute are the following:

Health Care Spending Account

- \$3,000 per year

Dependent Care Spending Account

- \$5,000 per year
- \$2,500 per year if you are married and filing tax returns separately

When estimating your day care expenses, keep in mind that expenses incurred during vacation, illness, or other times your dependent receives free care are not eligible for reimbursement.

IRS Use-It-or-Lose-It Rule

FSAs offer sizable tax advantages. The trade-off is that these accounts are subject to strict IRS regulations, including the use-it-or-lose-it rule. According to this rule, you must forfeit any money left in your account(s) after your expenses for the year have been reimbursed. The IRS does not allow the return of unused account balances at the end of the plan year, and remaining balances cannot be carried forward to a future plan year. If you are unable to estimate your health care and dependent care expenses accurately, it is better to be conservative and underestimate rather than overestimate your expenses.



Voluntary Benefits

You may enroll for other voluntary benefits during the first open enrollment period after your date of hire. Following is a brief summary of each benefit.

Critical Illness with Cancer

If you or someone in your family suffers a serious disease, you can be hit hard with immediate medical expenses and reduced income from being out of a job. Health benefits will pay part of the medical bills, and disability income protection coverage will help ensure a continuing income. However, many unexpected expenses may not be covered. Unum's specified critical illness insurance can supplement your existing disability coverage by providing you with financial protection in the event of a covered critical illness. If you are diagnosed with a covered critical illness, a lump sum benefit will be paid to you, and you may use the benefit any way you choose. Your coverage is portable which means you can take it with you if you leave the company.

Your benefits representative will help you calculate the cost for coverage, which will vary depending on the following factors: age, tobacco use, and dependents you wish to cover.

Accident Insurance

Take steps to reduce the financial impact of accidents by enrolling for voluntary accident coverage. This plan helps you pay for your and your family's out-of-pocket expenses for covered injuries that occur on or off the job, as well as specified accident-related expenses. No health exams or questions are required to enroll, and you can take the coverage with you if you leave the Company. Please see your benefits representative for more details on the plan, including your costs for coverage.

Whole Life Insurance

Unum's interest-sensitive whole life insurance is designed to provide benefits to your beneficiaries in the event of your death. It can also build cash value that you can utilize while you are still alive. At an affordable premium, you can have the added financial protection you and your family may need during times of uncertainty. You can choose the amount of coverage that is right for you, and your coverage is portable,

which means you can take it with you if you leave the Company.

Your benefits representative will help you calculate the cost for coverage, which will vary depending on your age, the amount of coverage you elect, the dependents you wish to cover, and other factors.

401(k) Plan

You can participate in the 401(k) plan if you are at least age 21 and have 6 months or more of service in the previous 12 months. The plan allows a discretionary employer match each year.

Paid-Time Off (PTO)

You begin to accrue PTO during your Orientation Period, but PTO cannot be used until you complete your Orientation Period. Refer to the Employee Handbook for PTO accrual rates, recognized holidays, and PTO carry over.

Sick Time

Because the Company recognizes the importance of time away from work, for an employee's own illness, Nexus grants paid sick time to full-time regular employees. Employees accrue eight (8) hours sick time on the first day of January, eight (8) hours sick time on the first day of May, and eight (8) hours sick time on the first day of September up to a maximum of twenty four (24) hours per year. The amount of Sick Time accrued by an employee depends on that employee's hire date and that employee's successful completion of the Orientation Period.

Sick Time Accrual During Orientation Period

During an employee's Orientation Period, Sick Time will not accrue. Following the successful completion of the Orientation Period, Sick Time will be accrued and available for use on the first day of January, the first day of May, and the first day of September.

This communication highlights some of your Nexus benefit plans. Your actual rights and benefits are governed by the official plan documents. If any discrepancy exists between this communication and the official plan document, the plan documents will prevail. Nexus reserves the right to change any benefit plan without notice. Benefits are not a guarantee of employment.

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