



Benefit Highlights

Allied Health Staff

Eligibility

You are a benefits-eligible employee if you are regularly scheduled to work at least half-time (40 hours) or more per pay period. "Regularly scheduled" means that you are established with Human Resources as having a 0.5 full-time equivalent (FTE) or higher status. For example, a 0.4 FTE working extra hours does not qualify as "regularly scheduled."

For family coverage, eligible family members include:

- Spouse.
- Biological or legally adopted children, and stepchildren who are under age 26.
- Children age 26 or older who have been deemed disabled by the Social Security Administration prior to turning 26.

Medical

At Mayo Clinic, the needs of the patient come first — and that includes you and your family. That's why all Mayo Medical Plan options cover the same services. No need to compare your medical plan options based on services. Instead, employees can choose the combination of premiums, deductible and out-of-pocket maximum that best meets their families' needs. Plan options offer deductibles as low as \$600. Most items and services are covered at 80% after

deductible. Some services are covered at 100%, like preventive care services.

For more detailed information about the Mayo Medical Plan, please review the Summary Plan Descriptions and Benefits Booklets online at the following link: jobs.mayoclinic.org/benefits-legal-notice

Dental and Vision

Mayo Clinic provides three dental options to choose from and a vision plan.

DELTA DENTAL

Delta Dental offers a cost-sharing plan with a participating provider network. This plan provides flexibility, network savings and preventive services. You can choose between the Standard (\$1,000 maximum annual benefit per person) and Deluxe (\$2,000 annual maximum benefit per person) options. The annual deductible starts at \$50 per person and preventive services are covered at 100% (up to the annual maximum).

MAYO REIMBURSEMENT ACCOUNT (MRA)

The MRA is an annual \$1,150 employer contribution (prorated based on start date) that can be used to reimburse yourself for dental and vision expenses. You have the choice of any provider.

VISION CARE

The Vision Care Plan can assist with the cost of eye exams, lenses, frames, and contact lenses. The plan is administered by Avesis, a national leading vision plan provider with more than 48,000 in-network providers to ensure convenience and choice.

The plan design includes a \$10 copay for an in-network eye exam and a \$25 copay for lenses and frames from an in-network provider (up to plan allowance).

Pre-Tax Savings

HEALTH SAVINGS ACCOUNT

A Health Savings Account (HSA) allows participants to set aside pre-tax dollars today to pay for out of pocket medical expenses in the future. IRS guidelines outline eligibility requirements for participating in an HSA. To contribute to an HSA, you must be enrolled in the high-deductible medical plan option.

HEALTH CARE FLEXIBLE SPENDING ACCOUNT (FSA)*

The Health Care FSA allows participants to set aside pre-tax income (up to a maximum annual contribution per employee) to pay for eligible health care expenses incurred but not covered by other plans. Staff with a Health Care FSA will be allowed to roll-over \$640 per year.

*Health Care FSA benefit is not available to participants in the high-deductible medical plan option.

Retirement

Mayo Clinic provides a comprehensive and competitive retirement package that will assist you in achieving personal financial security for your retirement.

PENSION PLAN

Mayo Clinic is one of the few U.S. companies who continue to provide a pension benefit at no cost to their staff. The Mayo Pension Plan is a defined benefit plan in which contributions are made by your employer. Your final benefit payout can be predicted because it is determined by a formula rather than by investment results. The longer you work for Mayo Clinic and the more you earn, the higher your total benefit becomes. An online estimator tool is provided to help employees see just how quickly they can build up a stable lump sum value to launch a successful retirement strategy.

403(B) AND 401(K) RETIREMENT PLANS

The voluntary 403(b) or 401(k) plans allow employees to contribute pre-tax or post-tax Roth dollars to an investment plan administered by Fidelity Investments. There are many investment options to choose from, including a self-directed brokerage account. You may generally defer up to 50% of annual salary or the annual IRS limit, whichever is less. New employees are automatically enrolled at a 4% contribution rate of salary. Mayo Clinic will make matching contributions on the first 4% that the employee contributes (if eligible). The match level ranges from 50% to 100% based on the employee's length of service.

EDELMAN FINANCIAL ENGINES

Participants in the 403(b)/401(k) plans are automatically enrolled in Personal Asset Management Services from Edelman Financial Engines. Your account will be reviewed periodically and your

asset allocation will be updated based on your demographic information and current market conditions. Edelman Financial Engines provides retirement planning tools and advisors to answer questions and assist in retirement planning. The first \$5,000 is managed at no charge. You may opt out of this service at any time.

DEFERRED COMPENSATION 457(B)

Eligible allied health employees may participate in a voluntary program that allows individuals the opportunity to defer pre-tax dollars in a Fidelity-administered investment program.

Time Away From Work

PAID TIME OFF (PTO)

Paid Time Off (PTO) includes vacation time, holidays, personal time and the waiting period for short-term disability benefits. PTO is accrued each pay period based on the actual number of hours that an employee works.

The PTO accrual rate is based on your length of service and employment status (hourly or salaried). A new, hourly employee accrues over 7 hours of PTO per 80-hour pay period in their first two years and moves up to over 8.5 hours per 80-hour pay period after their second anniversary.

SHORT-TERM, LONG-TERM DISABILITY

Both Short- and Long-Term Disability coverage is provided by Mayo Clinic with no premium cost to the employee.

Benefits-eligible employees are covered by a Short-Term Disability (STD) plan that replaces a portion of their income when they are medically unable to work due to a serious health condition for up to 13 weeks.

After 13 weeks of being medically unable to work, participants are eligible to apply to receive a Long-Term Disability benefit of 65 percent of their salary.

Life Insurance

Mayo Clinic offers both employer-paid and voluntary life insurance to provide financial security should the unexpected occur.

EMPLOYER-PAID LIFE INSURANCE

Employer-paid life insurance pays a benefit equal to three times your annual salary, up to the plan's maximum salary limit, to your designated beneficiaries in the event of your death for any cause. Mayo Clinic pays the full cost of coverage for the Employer-paid life insurance.

EMPLOYER PAID ACCIDENTAL DEATH & DISMEMBERMENT INSURANCE (AD&D)

Employer Paid AD&D insurance pays a benefit amount equal to your annual salary, up to the plan's maximum salary limit, to your designated beneficiaries in the event of your accidental death or a percentage of the benefit for a qualified dismemberment. Mayo Clinic pays the full cost of coverage for the Employer Paid AD&D.

VOLUNTARY GROUP UNIVERSAL LIFE INSURANCE

Additional voluntary coverage to supplement your Employer-paid life insurance, you may purchase additional term life insurance from the Voluntary Group Universal Life Insurance Plan. The plan offers a benefit of up to six times your annual salary, payable to your beneficiary in the event of your death. For coverage levels greater than two times salary, Evidence of Insurability is required.

FAMILY TERM LIFE INSURANCE

When you elect Voluntary Group Universal Life Insurance, you also may participate in Family Term Life Insurance. You can elect a benefit of one or two times your annual salary. You cannot elect a benefit on your spouse that is more than your benefit. You can elect a benefit of \$10,000 per child. If you have elected spousal coverage, you will not pay an additional premium for child coverage. If you are married but have not elected spousal coverage, you will pay a small premium.

VOLUNTARY ACCIDENTAL DEATH & DISMEMBERMENT (AD&D) INSURANCE

You can purchase additional Voluntary AD&D coverage, in addition to the employer paid AD&D plan, at a rate of \$0.12 per \$10,000 of coverage. Coverage is available in \$10,000 or \$25,000 increments, up to a maximum of \$225,000.

Other Benefits

24-HOUR NURSE LINE AND AIR AMBULANCE

A 24-hour nurse line provides health care decision support and information. Available services also include Air Ambulance Service for emergency medical transportation when you are 150 miles or more from a Mayo Clinic facility. To be eligible for these programs, you must be enrolled in the Mayo Medical Plan.

CRITICAL ILLNESS, ACCIDENT AND HOSPITAL INDEMNITY INSURANCE

Offered by Prudential, these voluntary plans can provide additional benefit payments when the unexpected occurs. The three plans can be elected individually or grouped together and approved claims are paid as a lump sum payment directly to you.

ADOPTION ASSISTANCE

The Mayo Clinic Adoption Assistance Plan will reimburse eligible adoption-related expenses up to \$10,000 per adoption. For adoption of a step-child, the maximum benefit is limited to \$500.

EMPLOYEE ASSISTANCE PLAN

When you have an issue that you or your family need some help dealing with, you are eligible for free and confidential professional support services from the Employee Assistance Program (EAP).

EXCESS PERSONAL LIABILITY

Plan options provide protection of \$3 million or \$5 million in umbrella insurance coverage, beyond requisite personal homeowner/renter and automobile insurance limits.

IDENTITY MANAGEMENT SERVICES

Mayo Clinic provides access to fraud specialists 24 hours a day to help with fraud resolution. Additionally, a copy of your credit report and single bureau credit monitoring is available at no cost and three bureau credit monitoring is available for \$5.25 per month.

LEGAL INSURANCE

Benefit eligible employees can enroll in legal insurance which provides coverage for a wide variety of legal needs for a low monthly premium.

LONG-TERM CARE INSURANCE

Several long term care plans are offered to Mayo Clinic employees. Premiums vary according to age and coverage level. Phone consultations are available by appointment with no obligation or fee.

MAYO CLINIC DEPENDENT SCHOLARSHIP

Dependents of eligible Mayo Clinic employees are able to apply for a scholarship that awards \$3,000 per year for as many as four years of post-high school education. Scholarships are awarded based on ACT and SAT test scores.

WORKFORCE EDUCATION INVESTMENT

Mayo Clinic invests in allied health employees degrees and certifications by providing 100% direct tuition payment to our academic partners for education opportunities aligning with future workforce needs. Employees must apply and be selected to participate in the Career Investment Program offerings.

Legal Summary

This is a high-level summary of certain Mayo Clinic benefits. The summary may or may not be applicable to union employees. It is intended for general information purposes only and should not be considered legal, investment or other benefits advice. This guide is not a legal Summary Plan Description or plan document. If there is a conflict with this information and an official plan document, the official plan document is controlling. Mayo Clinic reserves the right to terminate or amend the Plans at any time, in whole or in part, for any reason. Any such amendment or termination may apply to current and future participants, current and future retirees, covered spouses, beneficiaries and dependents. Please refer to the Summary Plan Description for eligibility requirements for each plan as certain employment categories may or may not be included in coverage.

Some of the detailed information in this document does not pertain to union-represented employees as stated: The Mayo Pension Plan and Mayo 403(b)/401(k) Plans do not apply to Austin United Steel Workers (USW) - Service and Franklin Heating Station. The Mayo Pension Plan and employer match in the Mayo 403(b) Plan do not apply to the Rochester Service Employees International Unions (SEIU). The Professional Development Assistance Plan does not apply to Red Wing Minnesota Nurses Association (MNA).

