Caregivers like you come to work every day with a passion for what you do. So we’re always focused on fueling that passion, empowering you to be your best both inside our hospitals and in your life. Our outstanding, comprehensive offerings are an investment in your health, well-being and future. Explore the following benefits, and get a closer look at how we’re focused on what matters most to you.

### Health Plan Options
- Two health plan options:
  - 80/20 health plan
  - High deductible health plan (HDHP) with a Health Savings Account (HSA)
- Lower out of pocket when using Aultcare providers
- No co-pays for routine care when participating in the Direct Provider Care options
- Low deductible on generic medications obtained at Cleveland Clinic Union Hospital Pharmacy
- No spousal surcharge
- Infertility treatment and LASIK surgery coverage

### Dental and Vision Plans
- Three dental plan options administered by Cigna
- Two vision plan options administered by EyeMed

### Flexible Spending Accounts
- Healthcare FSA allows you to pay for out-of-pocket medical expenses for you and your family with pre-tax dollars
- Dependent care FSA allows you to pay for out-of-pocket child care-related expenses for children under 13 with pre-tax dollars

### Life Insurance and Disability
- Employer-paid life insurance
- Option to purchase supplemental life insurance up to 10x your salary
- Option to purchase dependent life insurance for spouse ($25K) and dependent children ($10K/child)
- Short- and long-term disability coverage for half-time and above caregivers
2022 Benefits Overview

Retirement Savings Plan
- 403(b) Plan allows you to save for retirement with pre-tax dollars and Cleveland Clinic Union Hospital will match what you contribute from 3% to 6% each pay period
- Fidelity representatives are available at no cost to help you manage your retirement savings plans

Tuition Reimbursement
- After one year of employment, tuition reimbursement is available to full-time and part-time caregivers
  - (One-year waiting period waived for Nurses and Respiratory Therapists)
- Complimentary educational and financial advising sessions

Additional Benefits
- Paid time off (PTO)
- Employee discounts
- Adoption assistance
- Employee Assistance Program
- Employee Hardship Fund
- Cleveland Clinic provides full-time caregivers with paid maternity and parental leave:
  - 100% pay for eight weeks of maternity leave for mothers following childbirth
  - 100% pay for four weeks of parental leave for both parents following the birth or adoption of a child
  - Caregivers are eligible for this benefit effective upon their hire date

To learn more about our benefits, visit jobs.clevelandclinic.org/benefits

2022 Annual Pre-Tax Benefits Costs

<table>
<thead>
<tr>
<th></th>
<th>Full-time (0.9-1.0 FTE)</th>
<th>80/20 Health Plan</th>
<th>High Deductible Health Plan</th>
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<tbody>
<tr>
<td>Employee Only</td>
<td>$1,594</td>
<td>$1,157</td>
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<tr>
<td>Employee + Child</td>
<td>$3,522</td>
<td>$2,365</td>
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<td>Employee + Spouse</td>
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<tr>
<td>Family I (2-3 Dependents)</td>
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<td>Family II (4+ Dependents)</td>
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<table>
<thead>
<tr>
<th>Dental Plan Options</th>
<th>Preventive</th>
<th>Traditional</th>
<th>Enhanced</th>
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<td>$177</td>
<td>$260</td>
<td>$355</td>
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<tr>
<td>Employee + 1 Dependent</td>
<td>$296</td>
<td>$525</td>
<td>$753</td>
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<td>Employee + Family</td>
<td>$518</td>
<td>$877</td>
<td>$1,271</td>
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<table>
<thead>
<tr>
<th>Vision Plan Options</th>
<th>Basic</th>
<th>Enhanced</th>
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</thead>
<tbody>
<tr>
<td>Employee Only</td>
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<tr>
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<td>Employee + Family</td>
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