

Pinnacle Surgery Center, LLC.
2007 Benefits at a Glance

Benefit	Coverage Begins	Description	Employee Contribution
Medical Coverage	1 st of the month following 90 days of employment	Options PPO plan offered with United.	Employee cost as follows: Employee only: \$0 per month Employee/spouse: \$347.04 per mth Employee/child: \$243.94 per mth Family plan: \$630.98 per mth
Dental Coverage	1 st of the month following 90 days of employment	Coverage offered with United Dental.	Employee cost as follow: Employee only: \$0 Employee/spouse: \$36.38 per mth Employee/child: \$32.46 Family plan: \$72.18
Life Insurance	1 st of the month following 90 days of employment	Full-time and Part-time Regular employees receive \$15,000 of coverage	100% Employer Paid
Holidays	Full-time and part-time regular employees are eligible after 90 days of employment	New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, Christmas Day	100% Employer Paid
Paid Time Off (PTO)	Full-time and part-time regular employees accrue PTO immediately. Part-time employees receive PTO in proportion to their regularly scheduled hours.	Maximum of 80 hours for up to two years of employment. Thereafter employees accrue: 120 hours after two years of employment 136 hours after five years of employment 152 hours after seven years of employment 160 hours after ten years of employment	100% Employer Paid
Professional Work Life Balance	1 st of the month following date of hire	ENI assists employees by providing education and referrals on daily life issues and important life events.	100% employer paid (no cost to employee)

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Employee Assistance Program	1 st of the month following date of hire	ENI provides employees and their eligible dependents short-term confidential counseling which addresses personal concerns (family, marital, parenting, conflicting resolution, drug and/or alcohol abuse, etc.).	100% employer paid (no cost to employee)
Leave of Absence	Full-time employees after one year of employment.	Unpaid leave of up to 8 weeks for compelling reasons.	Company continues to provide medical and dental insurance to covered employees. Employee is responsible for paying their portion of the premiums.
Section 125 Flexible Spending Account	1 st day of the month following 90 days of employment.	Any portion of the premium contributed by the employee for medical and dental insurance is on a pre-taxed basis. Employees may set aside pre-tax money for out of pocket medical/dental/vision and/or dependant care expenses up to the plan maximum.	Administration of the plan is 100% employer paid.
401(K) Retirement Plan	Full time employees with 1 year of service and 21 years of age. Part time employees after 1000 hours of service. Monthly after service time met.	Pre-taxed dollars can be set aside through Federated. You can contribute up to 75% of your salary up to the IRS limit for the plan year. Can make changes to contribution monthly.	Administration is 100% employer paid. Company matches 100% up to the first 3% of employee deferrals, then 50% of the next 2% of employee deferrals.
Bereavement Leave	Full-time and part-time regular employees immediately upon hire.	Up to 3 paid days for the death of immediate family members.	100% employer paid (no cost to employee)

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