



SUMMARY OF BENEFITS REFERENCE SHEET

This is provided to summarize benefits currently available to eligible VMRF employees. This is *only* intended to be used as a reference guide. Actual benefits provided by VMRF may change from time to time. For more information, contact VMRF Human Resources.

VACATION BENEFITS

VMRF provides vacation for rest, relaxation, and renewal to regular employees who are appointed at 50% or greater effort. Vacation benefits begin to accrue for eligible employees from their first day of employment and can be used after one qualifying pay period. Normal accumulation for eligible, full-time employees at 100% effort is 4.62 hours per pay period. Eligible part-time employees working at least 20 hours per week accrue vacation appropriate to their percentage of time worked (e.g., a person working 20 hours per week [50% effort] earns 2.31 hours of vacation leave benefit per pay period). Some management classifications accrue vacation at a different rate. Employees may not use vacation credit in excess of what is accrued. Vacation is credited at the end of each pay period earned. Upon termination of employment, employees will be paid for accrued unused vacation time.



SICK LEAVE BENEFITS

VMRF provides paid sick leave benefits to eligible employees for periods of temporary absence due to illnesses or injuries. Sick leave for full-time employees working at 100% effort is credited at the rate of 3.69 hours per pay period. Sick leave may be used after one qualifying pay period. Eligible part-time employees earn proportional sick leave benefits based upon their percentage of effort (e.g., a person working 20 hours per week [50% effort] earns 1.84 hours of sick leave benefit per pay period). Employees may not use sick leave credit in excess of what is accrued. Sick leave is credited at the end of each pay period earned. Sick leave is not paid out upon termination of employment.



HOLIDAYS

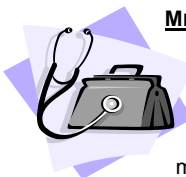
Currently, if a VMRF-recognized, paid holiday (listed below) occurs on a day in which a VMRF eligible employee would otherwise be scheduled to work, he/she is eligible for holiday pay, based upon the hours he/she would have worked. There is no compensation for a VMRF-recognized paid holiday that occurs on your regularly scheduled day off. There is no waiting period for this benefit.



- * New Year's Day (January 1)
- * Martin Luther King, Jr. Day (third Monday in January)
- * Presidents' Day (third Monday in February)
- * Memorial Day (last Monday in May)
- * Independence Day (July 4)
- * Labor Day (first Monday in September)
- * Columbus Day (second Monday in October)
- * Veterans Day (November 11)
- * Thanksgiving (fourth Thursday in November)
- * Christmas (December 25)

MEDICAL INSURANCE

VMRF offers eligible employees three options for medical insurance. Coverage is effective the first of the following month after date of hire or a change in status to benefits eligible. An eligible employee hired on the first of the month who enrolls in a VMRF medical insurance plan will have coverage effective on his/her date of hire.

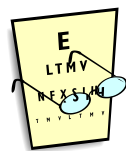


Aetna PPO – Employees pay a portion of this plan's premium for themselves and their eligible dependents; www.Aetna.com or

Aetna HMO (Value Network) – Employees pay a portion of this plan's premium for themselves and their eligible dependents. www.Aetna.com or

Kaiser Foundation Health Plan – Kaiser Permanente is a traditional HMO Plan. Employees pay a portion of this plan's premium for themselves and their eligible dependents. www.kaiserpermanente.org

DENTAL INSURANCE VMRF offers eligible employees dental insurance through **Principal**. Premiums are paid 100% by VMRF for eligible employees and their eligible dependents. Coverage is effective the first of the following month after date of hire or a change in status to benefits eligible. An eligible employee hired on the first of the month who enrolls in a VMRF dental insurance plan, will have coverage effective on his/her date of hire. www.principal.com



VISION INSURANCE Vision coverage is an additional benefit through **Vision Service Plan (VSP)**. Coverage is effective the first of the following month after date of hire or a change in status to benefits eligible. An eligible employee hired on the first of the month who enrolls in VSP will have coverage effective on his/her date of hire. The plan offers examinations, lenses, contacts and frames at maximum allowable rates and discounts. 100% of the premium is paid by VMRF for eligible employees and their eligible dependents. www.vsp.com

LIFE INSURANCE, LONG-TERM DISABILITY (LTD), AND ACCIDENTAL DEATH & DISMEMBERMENT (AD&D)

Eligible VMRF employees are eligible for life insurance, long-term disability, and Accidental Death & Dismemberment Insurance Coverage through **The Standard**. Coverage is effective on the first of the following month after 30 consecutive days of employment or a change in status to benefits eligible. Premiums are paid 100% by VMRF for eligible employees and their eligible dependents.

Life insurance offers you and your family important financial protection. VMRF provides a basic life insurance plan for eligible employees. Life insurance and the principal sum are based upon the plan documents.

VMRF provides a long-term disability (LTD) benefit plan through **The Standard** to help eligible employees cope with an illness or injury that results in a long-term absence from employment. LTD is designed to ensure some continuing income for employees who are disabled and unable to work. Coverage is effective on the first of the following month after 30 consecutive days of employment or a change in status to benefits eligible.

Accidental Death and Dismemberment (AD&D) insurance provides protection in cases of serious injury or death resulting from an accident. AD&D insurance coverage is provided as part of the basic life insurance plan. www.standard.com



SUMMARY OF BENEFITS REFERENCE SHEET

This is provided to summarize benefits currently available to eligible VMRF employees. This is *only* intended to be used as a reference guide. Actual benefits provided by VMRF may change from time to time. For more information, contact VMRF Human Resources.

RETIREMENT PLANS

VMRF has established two 403(b) savings plans to provide eligible employees the potential for future financial security for retirement: Group Supplemental Retirement Annuity (GSRA) and a Group Retirement Annuity (GRA).



Group Supplemental Retirement Annuity

(GSRA): VMRF offers employees the option to participate in a 403(b) tax-deferred retirement contribution with **TIAA-CREF**. This plan is contributory: contributions are made by the employee, not VMRF. There is no waiting period to participate in this plan.

Group Retirement Annuity (GRA): After completion of 2 years of service (1,000 service hours in each of the 12-month periods beginning with your hire date), VMRF contributes to your GRA. www.tiaa-cref.org

FLEXIBLE SPENDING ACCOUNT PLANS

VMRF offers a Flexible Spending Account (FSA) plan through **Total Administrative Services Corporation (TASC)** which is essentially a tax-savings plan. It allows an eligible employee to pay for certain out-of-pocket expenses using pre-tax dollars. VMRF offers three types of plans:

Medical Care FSA can help an employee to recover those medically necessary expenses that are not covered or only partially covered by the health and/or dental insurance, as well as co-pays, and over-the-counter medications.



Dependent/Child Care FSA can help an employee pay for and recover certain dependent care costs, such as day care for a child or other qualified dependent.

Transportation FSA can help an employee pay for and recover certain transportation costs, such as parking or mass-transit expenses.

An eligible employee may elect to participate in one, two or all types of accounts. These plans are pre-tax, self-contributory and eligible employees must elect participation at the beginning of employment, a change in status to benefits eligible, or at annual open enrollment. www.tasconline.com

EMPLOYEE ASSISTANCE PROGRAM (EAP)

VMRF offers an EAP through **The Standard**. **Horizon Health** provides an EAP to eligible VMRF employees and his/her family, and any person living in their household. This EAP was developed to assist employees balance work and personal life while protecting what is most important – one's family and future by providing fast, convenient answers and advice on a wide range of issues. This comprehensive resource is available to employees 24 hours a day, 7 days a week via telephone and on the web. Face-to-face consultations are available as well. This benefit is available to eligible employees the first of the following month after date of hire or a change in status to benefits eligible. An eligible employee hired on the first of the month will be eligible to utilize the EAP on his/her date of hire. Premiums are paid 100% by VMRF for eligible employees and their eligible dependents. 1-877-851-1631; www.horizoncarelink.com.



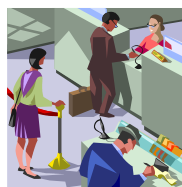
24-HOUR FITNESS MEMBERSHIP

All VMRF employees of VMRF can obtain membership to 24-Hour Fitness Centers all over San Diego County at a reduced membership rate. Membership fees are self-contributory. www.24hourfit.com



SAN DIEGO MEDICAL FEDERAL CREDIT UNION (SDMFCU)

All VMRF employees are eligible for membership in the **SDMFCU**. The Credit Union provides member-only services such as, but not limited to, competitive loans, deposit and financial products designed to meet employees' continually changing financial needs, as well as a variety of free banking services. www.sdmfcu.org



WORKERS' COMPENSATION INSURANCE

VMRF provides a comprehensive workers' compensation insurance program at no cost to employees through **Travelers Insurance**. This program covers any injury or illness sustained in the course of employment that requires medical, surgical, or hospital treatment. Subject to applicable legal requirements, workers' compensation insurance provides benefits after a short waiting period or immediately if the employee is hospitalized. Premiums are paid 100% by VMRF for eligible employees and their eligible dependents. www.Travelers.com



HEALTH ADVOCATE SERVICES

The Standard offers Health Advocacy services to assist eligible employees with managing and resolving healthcare questions, needs, and concerns. Health Advocacy services are available 24 hours a day, 365 days a year. Personal Health Advocates are also available Monday through Friday between 5 a.m. to 6 p.m. PST. Premiums are paid 100% by VMRF for eligible employees and their eligible dependents. 1-866-695-8622; www.standard.com



TRAVEL ASSISTANCE SERVICES

The Standard offers travel assistance services through **MEDEX Travel Assist**, which is a comprehensive program of information, pre-travel assistance, referral assistance, transportation and evacuation services designed to help respond to medical care situations and many other emergencies that may arise during travel. All services are available to eligible employees 24 hours a day, 7 days a week. Premiums are paid 100% by VMRF for eligible employees and their eligible dependents. 1-800-527-0218; www.standard.com.



VETERANS MEDICAL RESEARCH FOUNDATION

HUMAN RESOURCES DEPARTMENT CONTACT INFORMATION:

(858) 552-8585 x2861 (phone); (858) 642-3081 (fax)

hr@vmrf.org