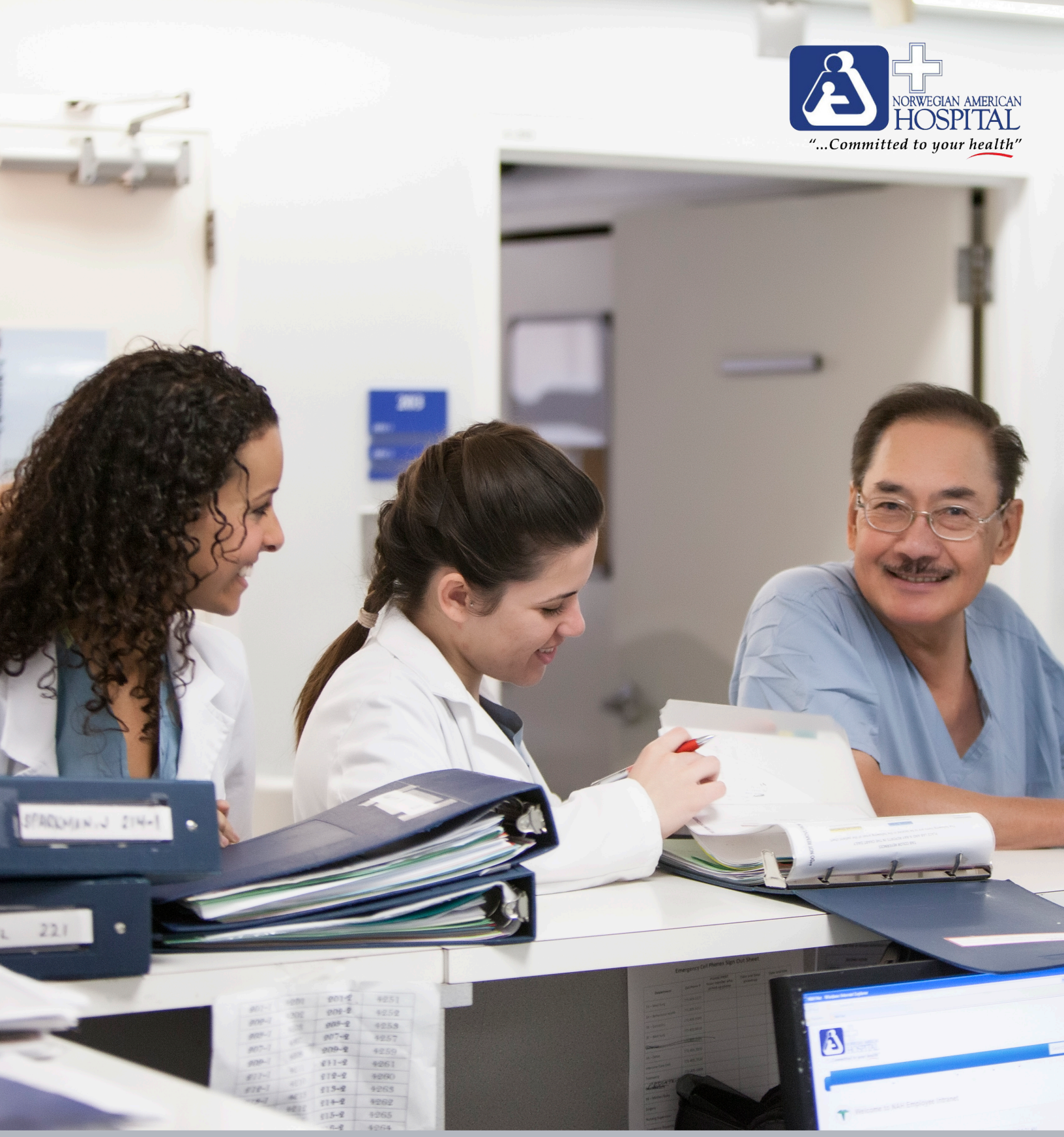
NORWEGIAN AMERICAN HOSPITAL

"...Committed to your health"



2017 Benefits Enrollment Guide

What's Inside

Welcome

At Norwegian American Hospital, we strive to offer a benefits package that gives our employees peace of mind in knowing that the most important things in life are protected—your family, your finances, and your future. We recognize the importance of being able to provide our employees and their families with quality benefits as part of their overall compensation package. This benefit guide highlights the many benefit options available to you. This year's enrollment period will begin on November 21 and end at midnight on December 2.

This year will be an active enrollment, meaning everyone will need to re-enroll in benefits for 2017 or waive coverage. Meet with a benefit counselor to enroll and learn about important changes to our benefits program.

What's New for 2017

We will be making the following changes for 2017.

- **Spouse Medical Surcharge:** Spouses who are employed and have access to medical coverage through an employer but enroll in the Norwegian American Health plan will be subject to a $100 monthly surcharge. If you enroll your spouse in the NAH medical plan you will be required to sign an affidavit stating that your spouse does not have alternate medical coverage available to them.

- **Reserve Disability Banks (RDB)** will be eliminated. Full-time employees will have access to coverage through the NAH-provided disability benefit and voluntary disability buy-up benefit.

- **Employee Assistance Program (EAP)** is an enhanced service provided through Carebridge when you or your family are having difficulty resolving life concerns on your own. Please see page 8 for more information.

- **Basic Life and Accidental Death and Dismemberment Insurance** will decrease to one times annual salary for regular full-time employees. Please see page 7 for additional details.

- **30 Hour Eligibility Requirement:** Only employees who work 30 hours or more per pay period will be eligible for benefits in 2017. More information can be found on page 2.

How to Enroll

You must re-enroll in benefits for 2017. Please see your manager for more information about when and where you can meet with a counselor or you may visit Human Resources. All benefit elections must be made by midnight on December 2, 2016.

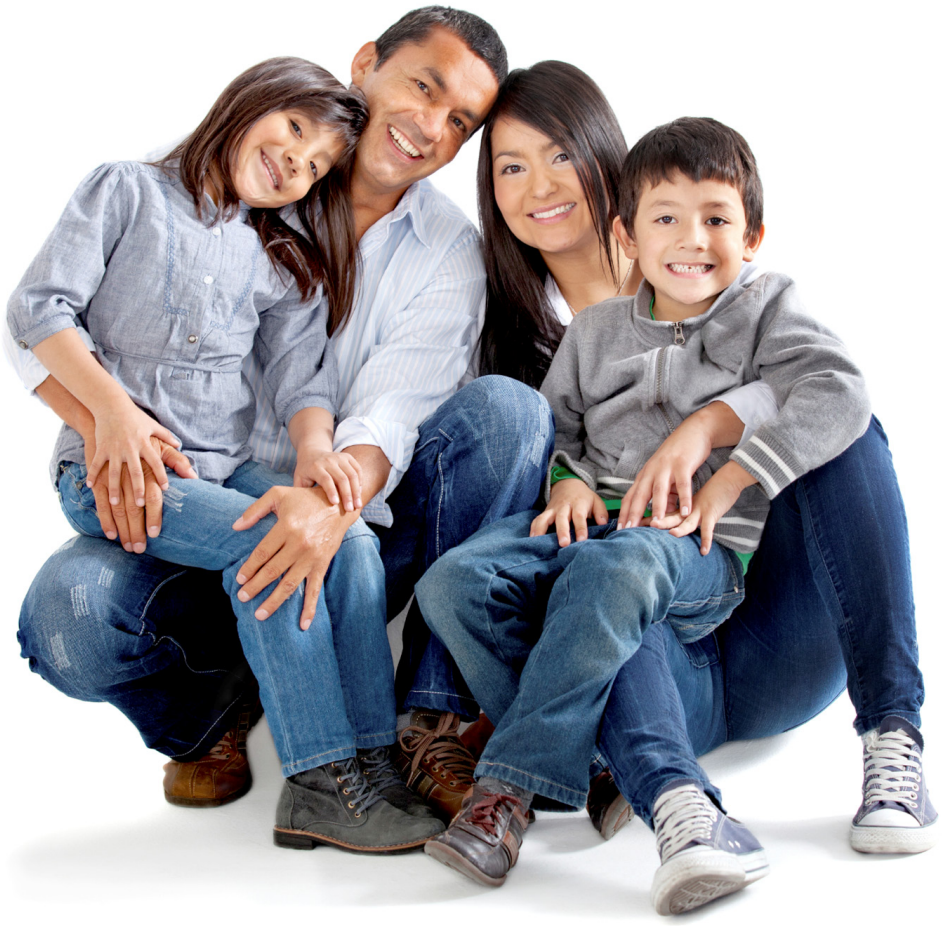
Eligibility

Eligibility for benefits varies based on your job, your scheduled work hours, and the length of your service. If you are a regular full-time employee working 30 hours and above per pay period you are eligible for the benefits outlined in this guide.

If you elect to enroll in medical, dental, or vision benefits when you are first eligible, your coverage begins on the first day of the calendar month following 30 days of service as an eligible employee. For example, if you are hired on February 7, your coverage will begin on April 1, provided you enroll within the 31-day deadline.

You may also enroll eligible dependents in some benefits, which includes your spouse, domestic partner, civil union partner, children up to age 26, and your domestic or civil union partner's children up to age 26.

Please note: if you are adding a dependent during this open enrollment, you must provide your proof of eligibility to Human Resources by December 2, 2016.



Making Careful Choices

Annual enrollment is the only time you can change most benefit plans or add/drop dependents during a plan year, unless you have a qualified family status change, such as birth, death, marriage, divorce, adoption, ineligibility of a dependent, unpaid leave of absence by you or your spouse, or a significant change in health coverage for you or your spouse because of your spouse's employment, so please choose your benefits carefully.

Wellness

At Norwegian American Hospital, we want our patients and our employees to be and stay well, which is why we are proud to offer incentives to help keep you and your family healthy and focused on wellness. We offer incentives for participating in our annual health screening, diabetes management, and preventative screening programs. Please visit Human Resources for details regarding these incentives. Congratulations to those employees who completed their wellness requirements! If you did not complete your wellness requirements you will pay an extra 25% on your medical premiums in 2017.

Your Medical Plan

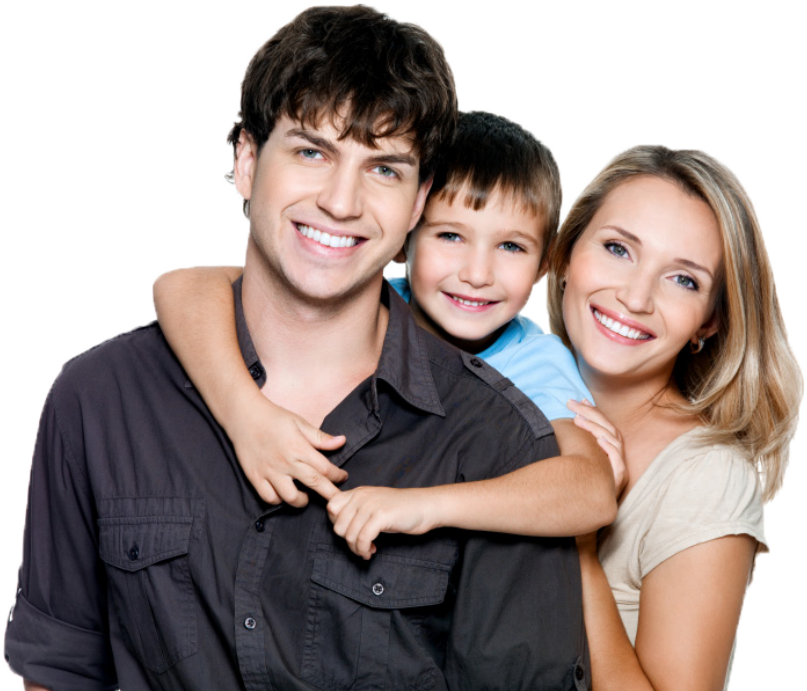
You will still have the option to choose from three medical plans: BCBS PPO Value, BCBS PPO, and BCBS PPO Premier. Both the PPO Premier and the PPO plan rates will increase by 7.5% in 2017, the PPO Value plan's rates will stay the same as 2016 enrollment. The table on the next page highlights the features of your medical plan options. Be sure to review this chart carefully and choose the best plan for you and your family.

How the Plans Work

It is NAH's goal to provide the greatest choice and access to care anywhere. Although you can see any provider you wish, you will receive the greatest level of benefits when you utilize an NAH or in-network provider. Once you are enrolled, visit www.bcbsil.com to access claim information, search physician directories, get ID cards, and more. You can also reach customer service at 800-346-7072. You are also welcome to visit the NAH Human Resources Department for more information.

Enhance Your Medical Plan with Hospital Benefits

You have the option to enhance your medical plan with additional hospital benefits through Aflac. These benefits are designed to provide financial protection by paying you a benefit for hospital admission and daily benefits for inpatient days and days in the ICU. You can use this benefit to pay for out-of-pocket expenses and extra bills that can occur relating to your hospitalization. Plus, the plan also includes an additional wellness benefit.



Medical Plan Features								
	BCBS PPO Value Group # 168614		BCBS PPO Group # 168615			BCBS PPO Premier Group #168616		
Benefit	NAH/ In-Network	Out-of-Network	NAH	In-Network	Out-of-Network	NAH	In-Network	Out-of-Network
Deductibles and Maximums								
Calendar Year Deductible								
Individual	$2,000	$8,000	None	$1,000	$5,000	None	$500	$3,000
Family	$4,000	$16,000	None	$2,000	$15,000	None	$1,000	$9,000
Out-of-Pocket Calendar Year Maximum								
Individual	$6,150	$8,000	$1,000	$3,000	$9,000	$1,000	$2,000	$6,000
Family	$12,300	$16,000	$3,000	$6,000	$18,000	$2,000	$4,000	$18,000
Lifetime Benefit Maximum	Unlimited							
Covered Services								
Physician	$30 copay	60%	$20 copay	$30 copay	50%	$15 copay	$30 copay	50%
Specialist	$60 copay	60%	$40 copay	$50 copay	50%	$40 copay	$40 copay	50%
Preventive	100%	60%	100%	100%	50%	100%	100%	50%
Diagnostic	$60 copay	60%	100%	70%	50%	100%	$40 copay	50%
Urgent Care	$75 copay	60%	$75 copay	$75 copay	50%	$75 copay	$75 copay	50%
Emergency Care	$200 copay	$200 copay	$200 copay	$200 copay	$200 copay	$200 copay	$200 copay	$200 copay
Hospital Care*	80%	60%	100%	70%	50%	100%	$250 copay then 80%	50%
Outpatient Surgery*	80%	60%	100%	70%	50%	100%	80%	50%
Prescription Benefits								
Retail								
Level 1	$20		$5	$15		$5	$15	
Level 2	$40	N/A	$15	$30	N/A	$15	$30	N/A
Level 3	$80		$30	$60		$30	$60	
Mail Order *(3 month supply)*								
Level 1	$40			$30			$30	
Level 2	$80	N/A	N/A	$60	N/A	N/A	$60	N/A
Level 3	$160			$100			$100	

Hospital Benefits *available as an enhancement to your medical election*	
Event	**Benefit**
Hospital Admission	$1,000 per confinement
Hospital Confinement	$250 per day, up to 180 days
Hospital Intensive Care	$250 per day, up to 30 days
Mammography Benefit	$50 per year, women 35 years of age and older

**After deductible*

Accident Insurance

Having an unexpected accident can cause more than physical injury, it can hurt your bank account, too. Since accidents can happen at any time, 24 hours a day, 7 days a week, it's important to prepare for the unexpected. This policy can help you pay for out-of-pocket expenses associated with an accident by paying you a benefit depending on the injuries you receive. And since the policy does not coordinate with any other coverage, you can still receive benefits on top of what your medical plan provides.

Anna's Story

Anna enjoys going on weekend bike rides with her daughter. One day she fell from her bike and hurt herself. At the emergency room they discovered that she had fractured her leg and dislocated her knee. Because Anna had an accident policy, she received the following benefits:

Benefit	Low Plan	High Plan
Ambulance	$100	$150
Emergency room visit	$100	$125
Diagnostic testing	$100	$150
Fractured leg	$1,200	$1,800
Dislocated knee	$975	$1,625
Crutches	$50	$75
6 physical therapy sessions	$90	$120
3 follow up visits	$45	$60
Total*	**Up to $2,660**	**Up to $4,105**

Critical Illness Insurance

No one saves to get sick, which is why being diagnosed with a covered condition can be especially draining, both emotionally and financially. Critical Illness Insurance provides you with a lump sum payment in the event you or a loved one is diagnosed with a covered condition such as cancer, heart attack, or stroke. It can help provide financial protection so you can focus on what's really important—getting better.

How the Plan Works

Critical Illness Insurance offers peace of mind when a critical illness diagnosis occurs. Below is an example of how benefits might be paid.*

Joe meets with a counselor and elects $30,000 of critical illness coverage. → A year after he enrolls in coverage, Joe suffers a heart attack. → Three years later, he is diagnosed with cancer.

Joe's Critical Illness policy provided the following benefits:

Heart Attack Benefit:	$30,000
Cancer Benefit:	$30,000
Total Benefits:	**$60,000**

**Examples are for illustrative purposes only; your actual benefits may differ.*

Dental

Because maintaining your dental health is important, Norwegian American Hospital offers dental coverage through BCBS. You have the choice to see any dentist you want, but you pay less if you choose an in-network dentist. Please see page 10 for rate information. To find an in-network provider, visit www.bcbsil.com or call 800-367-6401 (PPO) or 800-323-7201 (HMO).

Dental Plan Features			
	PPO		DHMO
Benefit	**In-Network**	**Out-of-Network**	**In-Network**
Deductibles and Maximums			
Calendar Year Deductible			
Individual	$50	$50	None
Family	$150	$150	None
Benefit Maximum			
Annual	$1,000	$1,000	None
Lifetime Orthodontia	$1,000	$1,000	None
Covered Services			
Diagnostic and Preventive	100%	90%	100%
Restorative	80%	70%	Fees based on services
General	80%	70%	Fees based on services
Orthodontia	50%	50%	Fees based on services

Vision

Vision benefits are also essential to maintaining your overall health and well-being, which is why we are proud to offer vision coverage through VSP. You have the choice to see any vision provider you want, but you pay less if you choose an in-network provider. Please see page 10 for rate information. To locate a provider, visit www.vsp.com or call 800-877-7195.

Vision Plan Features		
Covered Services	**In-Network**	**Out-of-Network**
Vision Examination		
Every 12 months	$20 copay	Up to $45
Eyeglasses *every 12 months*		
Frames *every 24 months*	Up to $120, then 20% savings over allowance	Up to $70
Single Vision Lenses	$20 copay	Up to $30
Bifocal Lenses	$20 copay	Up to $50
Trifocal Lenses	$20 copay	Up to $65
Contact Lenses		
Medically Necessary, Conventional, and Disposable	$100 allowance, $60 copay	Up to $105

Life Insurance

Basic Life Insurance and Accidental Death and Dismemberment Insurance (AD&D) through Aetna provides regular full-time employees with coverage of up to one times your annual base salary, with a maximum of $300,000. It's important to know the differences between Term Insurance and Universal Life Insurance with Long Term Care and how each product works at different stages of your life. A benefit counselor will be able to explain why you need both and how they differ, as well as provide you with a customized quote. This benefit is available at no cost to you and is paid for by NAH.

Universal Life with Long Term Care (LTC) through Transamerica offers you the financial protection you need. You work hard to give your family a comfortable lifestyle, but what would happen if you were not around to provide for them any longer? The unique feature of Universal Life Insurance is that you build cash value on a tax-deferred basis (until withdrawn) which may allow your premiums to remain level throughout the life of the contract. Universal Life Insurance offers flexibility to adjust your benefit amount up or down depending on your current insurance needs. The policy also includes features such as coverage for qualified long term care expenses and advance payment of the death payment in the event of a terminal illness.

Disability Protection

Short Term Disability (STD) Insurance through Aetna provides income if you become disabled due to an injury or illness and is paid for by NAH. You can receive a benefit of 50% of your base pay, up to $2,000 per week after you are unable to work due to a non-work related illness or injury for eight days. Regular full-time employees may receive a benefit for up to 13 weeks. You are eligible for coverage on the first day of the calendar month following 90 days of service as an eligible employee.

Short Term Disability Buy Up Insurance (STD) through Transamerica gives you an opportunity to get additional income protection on top of what NAH provides. Full-time employees can "buy up" to an additional 16% of your base pay and part-time employees can get up to 66.67%.

George's Story

George was fixing his roof on a wet and rainy day when he fell from the ladder and broke his leg and is unable to work while he heals. With a mortgage, a family, and bills to pay, George and his wife were worried about how they could make ends meet without his paycheck. Luckily, George had elected the buy up option to enhance his NAH-provided Short Term Disability Insurance, so between the two policies he received 66% of his weekly salary. It was just enough to help them bridge the gap between expenses and income until he was able to get back on his feet and back to work.

Long Term Disability (LTD) Insurance can help you protect your income should you become disabled and are unable to work for more than 180 days. The policy can pay you up to 60% of your monthly income. Some employees are eligible for company paid Long Term Disability benefits that provide 60% of base pay, up to $15,000 per month. Contact Human Resources for more information.

Leaves of Absence

In the event you need to take a leave of absence for yourself or a family member, call Aetna at 800-391-6111. If the leave of absence is for medical reasons for yourself, Aetna will open a short term disability claim in conjunction with a leave of absence claim. If you have voluntary benefits, contact the appropriate vendor for more information. The phone numbers for our voluntary insurance vendors are listed on the back of the guide.

Additional Benefits

Norwegian American Hospital also makes available several other benefit programs, many at no cost to you. Below is a listing of some of the free services and benefits that are available to you as an NAH employee.

- Benefit Resource Center
- Tuition Assistance
- Funeral Planning
- Travel Assistance
- Estate Document Preparation
- Lifestyle Discounts

Working Advantage Discount Website is available for NAH employees. Log on to www.workingadvantage.com to save on event tickets, flowers, travel, and more! Use access code 156278125 when registering.

Pre-paid Legal Service is a voluntary program that provides unlimited telephonic consultations with an attorney at the cost of $22.50 per month. It also includes services such as estate planning, real estate matters, and family law.

Employee Assistance Program (EAP) is a service provided through Carebridge when you or your family are having difficulty resolving life concerns on your own. This benefit provides immediate consultation to assist you in reducing the distress associated with many of the challenges you may be encountering such as: stress, relationship conflicts, alcohol and drug abuse, eating disorders, unhealthy lifestyles, parenting problems, depression or anxiety, grief and loss, and domestic abuse.

Paid Time Off (PTO) is available to all regular full-time and part-time employees scheduled to work at least 40 hours per pay period. The table below shows the maximum number of PTO days you can earn in a year, based on your years of service. Regular part-time employees will accrue PTO on a pro-rated basis. You can buy-back up to 40 hours of PTO. Please see Human Resources for more information on this program.

Years of Service	0-3 years	3+ years	7+ years
Management	28 days / .108 per hour	28 days / .108 per hour	33 days / .107 per hour
Non-Management	23 days / .088 per hour	28 days / .108 per hour	33 days / .127 per hour

Retirement Planning

403b Profit Sharing Plan & Pension Plan offers you a way to save for your retirement. If you contribute to the plan, you will be eligible for a matching contribution from NAH. The match is announced each year and, for the past several years, has been 50% on the dollar, up to the first 4% of pay you contribute. You become 100% vested in the matching contribution after four years of service. You are eligible to participate if you are a regular full- or part-time employee scheduled to work at least 40 hours per pay period. Registry employees become eligible to participate after they have worked at least 1,000 hours. Representatives from Transamerica visit NAH on a quarterly basis to help employees set up accounts, make changes, take out loans, and review investment options. For more information on when the next quarterly visit will be, please see the HR department. Transamerica's services are also available online at my.trsretire.com or by phone at 888-676-5512 (current enrollees can call 800-755-5801).

Section 457b (Deferred Compensation) Plan provides a way to save additional money for retirement by making pre-tax contributions directly from your paycheck. The amount you contribute is in addition to any contributions you may make to the 403b Plan, allowing you to contribute the maximum contribution amount to both plans. This plan is available to executives and employed physicians whose base salary is $100,000 or greater. Please see HR for more details on this benefit.

Flexible Accounts

Flexible Spending Accounts (FSAs) allow you to pay for eligible health care, dependent care, and commuting expenses using pre-tax dollars. The money deposited into your spending account is deducted from your paycheck before taxes are withheld, which lowers your taxable income.

A **Health Care Spending Account** helps you pay for medical, dental, and vision expenses not covered by insurance. The annual maximum contribution will be $2,600 in 2017. You can use this account to pay for things like:

- Deductibles and copayments
- Orthodontia
- Glasses and contact lenses

Fill out the table below to estimate how much you should contribute to your account:

Medical		Vision		Dental	
Deductibles	$ _____	Exams	$ _____	Routine checkups	$ _____
Copayments	$ _____	Eye surgery	$ _____	Fillings/crowns	$ _____
Doctor visits	$ _____	Lenses/frames	$ _____	Orthodontics	$ _____
Prescriptions	$ _____	Contacts	$ _____	Other	$ _____
Other	$ _____	Other	$ _____		
Total	$ _____	Total	$ _____	Total	$ _____

Total (add Medical, Vision, and Dental totals) $ _____

A **Dependent Care Account** can help fund the care of children under the age of 13 or a disabled spouse or parent while you work. The annual maximum contribution is $5,000. You can use this account to pay for things like:

- Payments to a licensed daycare provider or nursery school
- Before and after school care or summer day camp program
- Elder care

Fill out the table below to estimate how much you should contribute to your account:

Dependent Day Care Expenses	
Children	$ _____
Adults	$ _____
Total	**$** _____

The **Commuter Reimbursement Account** helps you pay for your parking and commuting expenses. The maximum monthly contribution is $250 per month for parking and $130 per month for transit. You can use this account to pay for things like:

- Parking expenses when you park and ride
- Transit pass expenses such as a CTA or Metra pass

Don't forget—excess balances will be carried forward to the next month—but you may only receive reimbursement up to $350 in any given month (parking and transit combined).

Fill out the table below to estimate how much you should contribute to your account:

Transit Expenses	
Parking	$ _____
Transit	$ _____
Total	**$** _____

The Cost of Your Benefits

The benefits that Norwegian American Hospital offers are a valuable part of your overall compensation package. As we all know, the cost of healthcare is increasing, but NAH has worked hard to ensure that our employees' paychecks are protected. There will be a spousal surcharge of $100 for adding and keeping a spouse on your plan, if the spouse has access to insurance elsewhere effective 1/1/2017.

One way that you can help lower your medical cost is to complete your wellness requirements and receive a discount on your medical premiums. The tables below show the employee cost for medical, dental, and vision premiums. A benefit counselor can provide you with rates for the voluntary programs.

Employee Contributions per Paycheck: Medical						
	BCBS PPO Value		BCBS PPO		BCBS Premier	
	Wellness	*Non-Wellness*	*Wellness*	*Non-Wellness*	*Wellness*	*Non-Wellness*
Employee only	$23.08	$28.85	$49.46	$61.83	$100.96	$124.04
Employee & spouse/domestic partner	$46.15	$57.69	$98.94	$123.66	$201.92	$248.08
Employee & child	$43.85	$49.62	$93.69	$117.11	$190.27	$213.35
Employee & family	$69.23	$80.77	$142.13	$177.66	$301.15	$347.31

Employee Contributions per Paycheck: Medical with Hospital Indemnity Benefits						
	BCBS PPO Value		BCBS PPO		BCBS Premier	
	Wellness	*Non-Wellness*	*Wellness*	*Non-Wellness*	*Wellness*	*Non-Wellness*
Employee only	$34.34	$40.11	$60.72	$73.09	$112.22	$135.30
Employee & spouse/domestic partner	$68.29	$79.83	$121.08	$145.80	$224.06	$270.22
Employee & child	$59.79	$65.56	$109.63	$133.05	$206.21	$229.29
Employee & family	$96.05	$107.59	$168.95	$204.48	$327.97	$374.13

Employee Contributions per Paycheck: Dental and Vision			
	Dental PPO	Dental HMO	Vision
Employee only	$5.89	$3.99	$2.16
Employee & spouse/domestic partner	$10.41	$7.42	$3.46
Employee & child	$10.94	$7.85	$3.54
Employee & family	$17.20	$11.52	$5.70

See a benefit counselor for your customized quote for our other benefit programs.

Benefit Contact Information

Plan	Plan Provider	Phone Number	Website
Medical	BCBS	800-346-7072	www.bcbsil.com
Dental	BCBS	800-367-6401 (PPO) 800-323-7201 (HMO)	www.bcbsil.com
Vision	VSP	800-877-7195	www.vsp.com
Basic Life	Aetna	800-523-5065	www.aetna.com
Basic Short Term Disability Leaves of Absence	Aetna	800-391-6111	www.aetna.com
Long Term Disability	Aetna	877-832-8241	www.aetna.com
Employee Assistance Program	Aetna	877-327-5832	www.aetnaeap.com
Travel Assistance	Aetna	U.S.: 877-935-3704 Overseas: 312-935-3704	www.aetna.com
Funeral Planning Assistance	Everest	800-913-8318	www.everestfuneral.com/aetna
Estate Planning Documents	The Legal Reference Program	888-257-2934	www.ichooselegal.com
Flexible Accounts	AmeriFlex	888-868-3539	www.flex125.com
Universal Life Insurance with Long Term Care	Transamerica	888-763-7474	www.transamericaemployeebenefits.com
Short Term Disability Buy Up	Transamerica	888-763-7474	www.transamericaemployeebenefits.com
Accident Insurance	Aflac	800-992-3522	www.aflac.com
Critical Illness Insurance	Aflac	800-992-3522	www.aflac.com
Hospital Indemnity	Aflac	800-992-3522	www.aflac.com
Voluntary Long Term Disability	Unum	800-635-5597	www.unum.com
Benefit Resource Center	USI	855-874-0110 M – F, 8 am –5 pm CT	www.BRCSouthwest@usi.biz
Legal Service	Hyatt Legal	800-821-6400	www.legalplans.com
Discount Website	Working Advantage	n/a	www.workingadvantage.com Access code: 156278125
EAP	Carebridge	800-437-0911	www.clientservice@carebridge.com
403b Retirement Plan	Transamerica Retirement Solutions	888-676-5512 Current enrollees: 800-755-5801	www.my.trsretire.com

Open enrollment is November 21 - December 2, 2016.

Meet with a benefit counselor to enroll and learn more about important changes to your benefits.

This brochure provides a highlight of the plans offered by your employer and in no way serves as the Summary Plan Description or plan document for the plans. If any discrepancies exist between this brochure and the plan documents or NAH Policy, the plan documents or policies shall govern. All Summary Plan Descriptions are available through Human Resources. We reserve the right to modify any of these plans at anytime.