

## GETWELLNETWORK, INC. EMPLOYEE BENEFITS

2011 (effective April 1, 2011)

### Benefits Summary

- Medical Insurance  
(GetWellNetwork pays 50% of premium)
- Dental & Vision Insurance  
(GetWellNetwork pays 100% of premium)
- Three Weeks Vacation
- Birthday Benefit
- Summer Sunshine Day
- Life Insurance and ADD  
(GetWellNetwork pays 100% of premium)
- STD and LTD insurance  
(GetWellNetwork pays 100% of premium)
- Disability Leave Policy
- Maternity and Paternity Leave
- 401k Plan
- Flexible Spending Accounts
- Transportation Pre-Tax Program
- Health Club Reimbursement
- Commuter Supplement  
(Headquarters Only)

At GetWellNetwork, our team is passionate about changing the way patients experience the healthcare environment. We are a rapidly growing company that strongly believes in the skills and talents of our employees to help us achieve our vision to become the global leader in Interactive Patient Care. We offer a comprehensive benefits package, including:

### Medical Benefits

- UnitedHealthcare (<http://www.myuhc.com>)
- GetWellNetwork pays 50% of the premium on a bi-monthly basis
- Employee pays 50% of the premium
- Effective the first day of the month following date of hire

### Employee Contribution per Pay Period

	100/80 Plan
Individual	\$113.67
Employee/Spouse	\$238.71
Employee/Child(ren)	\$195.52
Family	\$343.29

### Dental Benefits

- The United Concordia PPO Plan (<http://www.unitedconcordia.com>)
- GetWellNetwork pays 100% of the premium
- Effective the first day of the month following date of hire

### Vision Benefits

- SpectraVision Plan 4 (<http://www.specteravision.com>)
- GetWellNetwork pays 100% of the premium
- Every 12 months - Exam \$10 co-pay; Lenses \$25 co-pay
- Every 24 months - Frames
- Effective the first day of the month following date of hire

### Additional Benefits

- Life Insurance - Unum
  - GetWellNetwork pays 100% of premium
  - One times annual salary (\$500,000 max)
- Accidental Death and Dismemberment - Unum
  - GetWellNetwork pays 100% of premium
  - Additional one times annual salary (\$500,000 max)

GetWellNetwork is headquartered in Bethesda, MD, just a few miles outside of Washington, D.C. The office is easily accessible by Metro and has multiple public parking garages conveniently located.

## Holiday Schedule

New Year's Day

Martin Luther King Day

President's Day

Memorial Day

Independence Day

Labor Day

Thanksgiving Day  
(and day after)

Christmas Day

## Additional Benefits (continued)

- Short and Long-Term Disability - Unum
  - GetWellNetwork pays 100% of cost
  - Short-Term: 60% of pay weekly (13 weeks to max of \$3,000/week)
  - Increased Short-Term Disability benefit from 60% of pay to 100% of pay; one week for every year of service, following one year of service
  - Long-Term: 60% of pay monthly (weeks 14+ to max of \$15,000/month)
- Survivor Financial Counseling
- Travel Assistance provided by Assist America
- Work-Life Balance Employee Assistance Program (EAP)
- Opportunity for employee to purchase additional term life insurance up to 5X annual salary
- Opportunity for employee to purchase additional AD&D insurance up to 5X annual salary  
(coverage options also include spouse and/or child term life insurance coverage portability and conversion)
- Maternity/Paternity Leave (Eligible after one full year of employment)
  - MATERNITY: One week paid time-off plus one week for each year of service
  - PATERNITY: One week paid time-off and may work from home one day/week for four weeks following the birth of child
- 401k Plan - Charles Schwab
  - Eligible after three full months of employment
- Health and Dependent Care Flexible Spending Accounts
- Transportation Pre-Tax Program
- Headquarters Commuter Supplement (\$50/month)
- Health Club Reimbursement (\$200/year)
  - Eligible after four full months of employment

## Time-Off

- Three Weeks Vacation
  - 120 hours accrued on a per pay period basis (five hours per pay period)
- Birthday Benefit
- Five Sick Days (pro-rated based on date of hire)
- Three Personal Days (pro-rated based on date of hire)
- 9 Paid Holidays (see list in sidebar column)
- One Summer Sunshine Day
  - One floating day in June, July or August

Visit [GetWellNetwork.com](http://GetWellNetwork.com) or call 877-633-8496.

GetWellNetwork uses the bedside TV to entertain, educate and empower hospital patients and caregivers to be more actively engaged in their care. This patient-centered approach improves both satisfaction and outcomes for patients and hospitals. GetWellNetwork is the leader in Interactive Patient Care solutions and is exclusively endorsed by the American Hospital Association.

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