Medical Center
Retirement Cost Estimates

Methodology Overview
Retirement Cost Estimates

- Cost comparisons are based on available design information and represent approximate annual cost as a % of payroll.
- Benefit costs for many comparator organizations vary based on age, service, or compensation.
- The comparisons shown represent a blend of all employees at different ages. Comparisons for different specific age groups may yield different results.
- Defined Benefit (DB) cost comparisons are high level approximations and are not based on actuarial valuations; costs associated with legacy benefits are not considered nor are plan specific investment policies.
- Defined Contribution (DC) costs represent the maximum employer costs (with an allowance for vesting) assuming all eligible employees participate and receive the maximum matching contribution.
- Cost estimates shown as a percentage of IRS limited compensation, if applicable.

Medical Centers

Comparative Analysis of Retirement Plans
California Medical Providers

Comparative Peer Group	Observations
MSP/Nurses/ PSS	▪ 5 of 10 comparators offer DC plan only ▪ 0 of 10 comparators offers DB plan only ▪ 5 of 10 comparators provide both a DB plan and a DC plan ▪ 2 of 10 comparators provide separate benefits for different employee groups

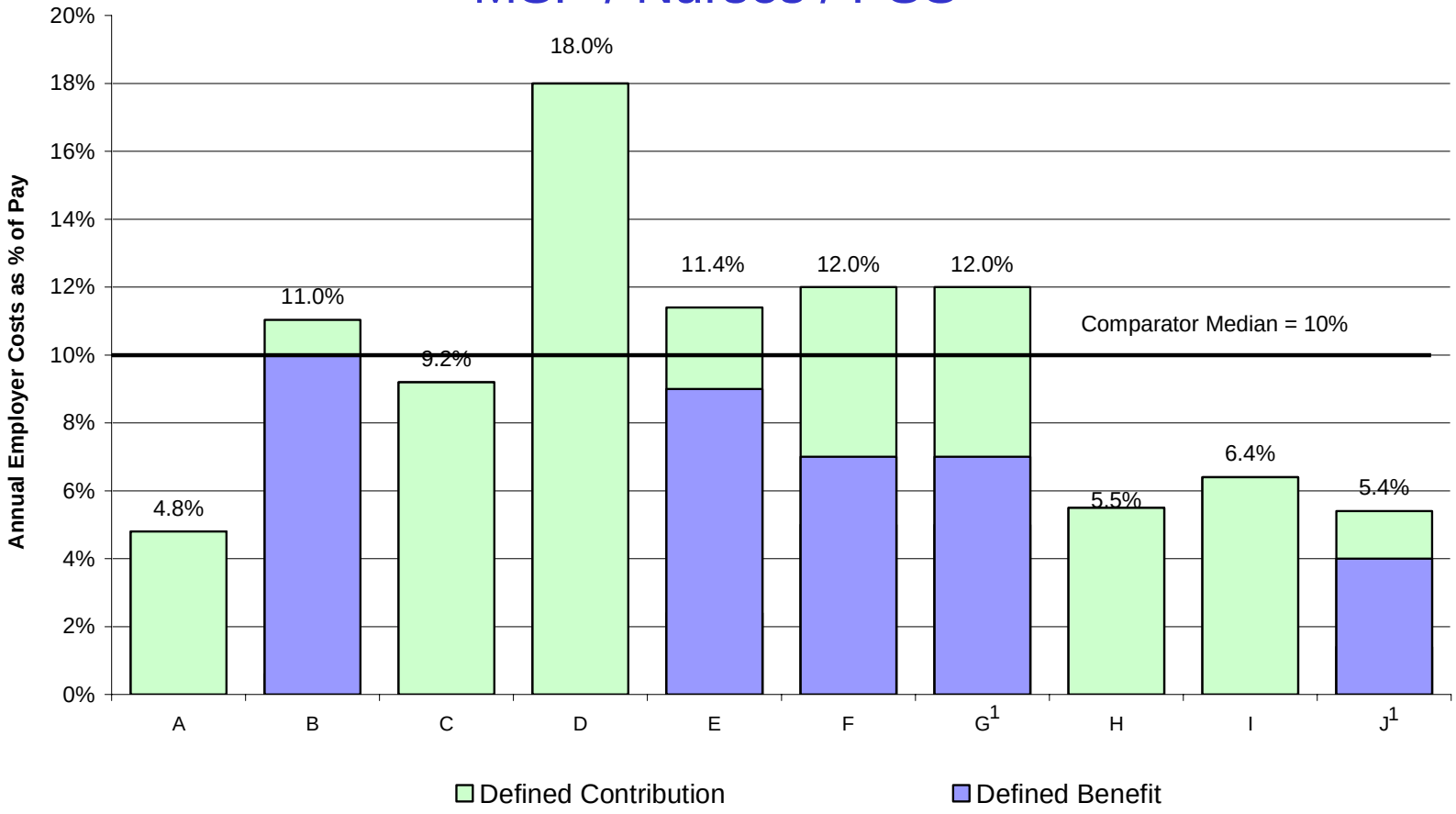
10 comparators include the following:

- Catholic Healthcare West[1]
- Children's Hospital of San Diego
- City of Hope Medical Center
- Kaiser North
- Kaiser South
- Long Beach Memorial
- Saint Joseph's Health System
- Stanford Hospital
- Sutter Health
- Tri-City Medical Center (Oceanside, CA)

[1] *Data were not provided for Nurses at Catholic Healthcare West; therefore, there are only nine peers reflected in the data for Nurses.*

Comparative Employer Retirement Plan Costs

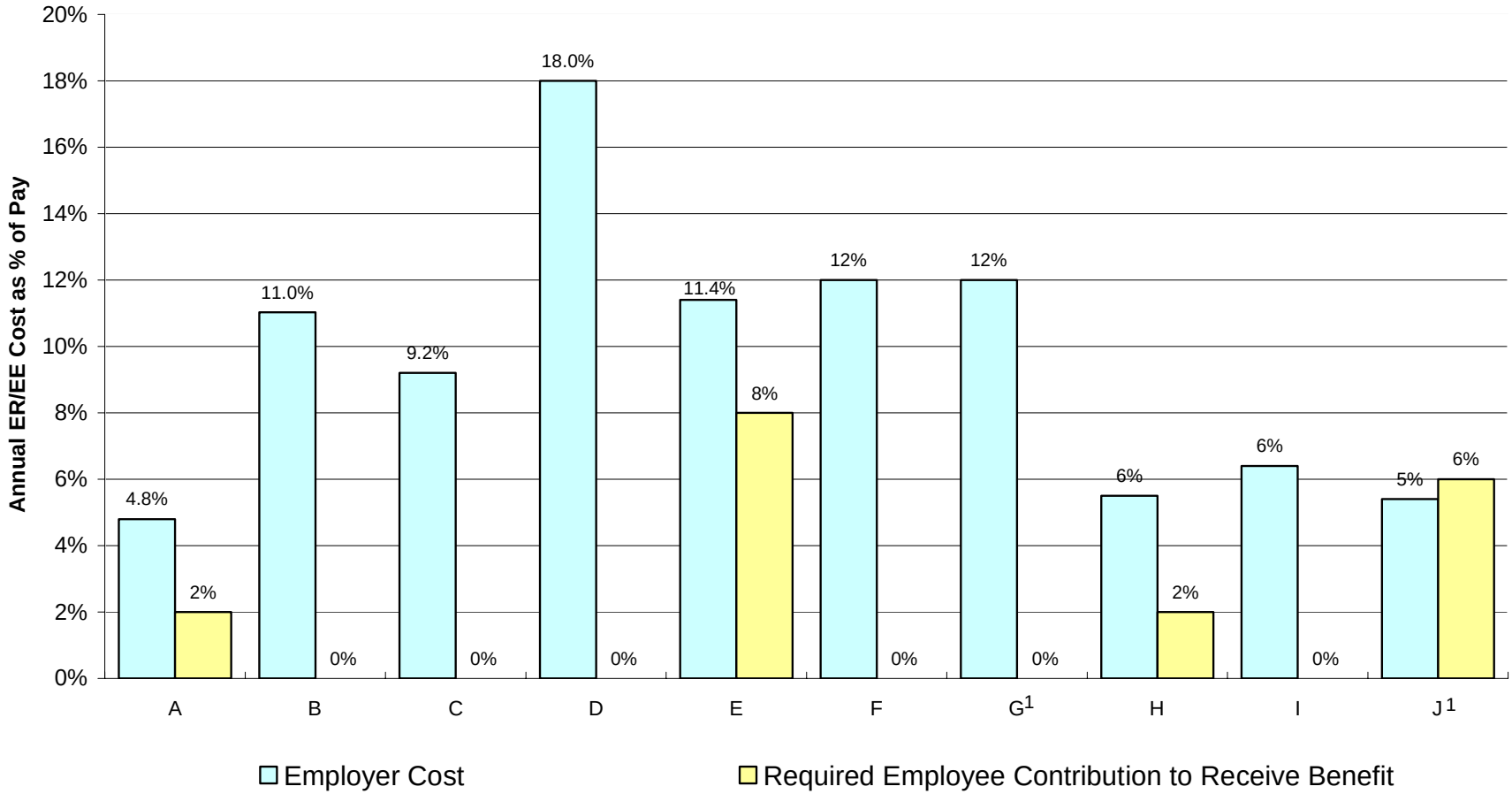
MSP / Nurses / PSS



Notes: (1) Based on most recent information in Mercer benefits database. See page 1 for assumptions and caveats.

[1] *Separate programs offered to various Employee groups. Estimated highest cost shown and may not represent the cost associated with each group.*

Cost Sharing
MSP / Nurses / PSS



Notes: (1) Based on most recent information in Mercer benefits database. See page 1 for assumptions and caveats.

[1] *Separate programs offered to various Employee groups. Estimated highest cost shown and may not represent the cost associated with each group.*

Medical Centers

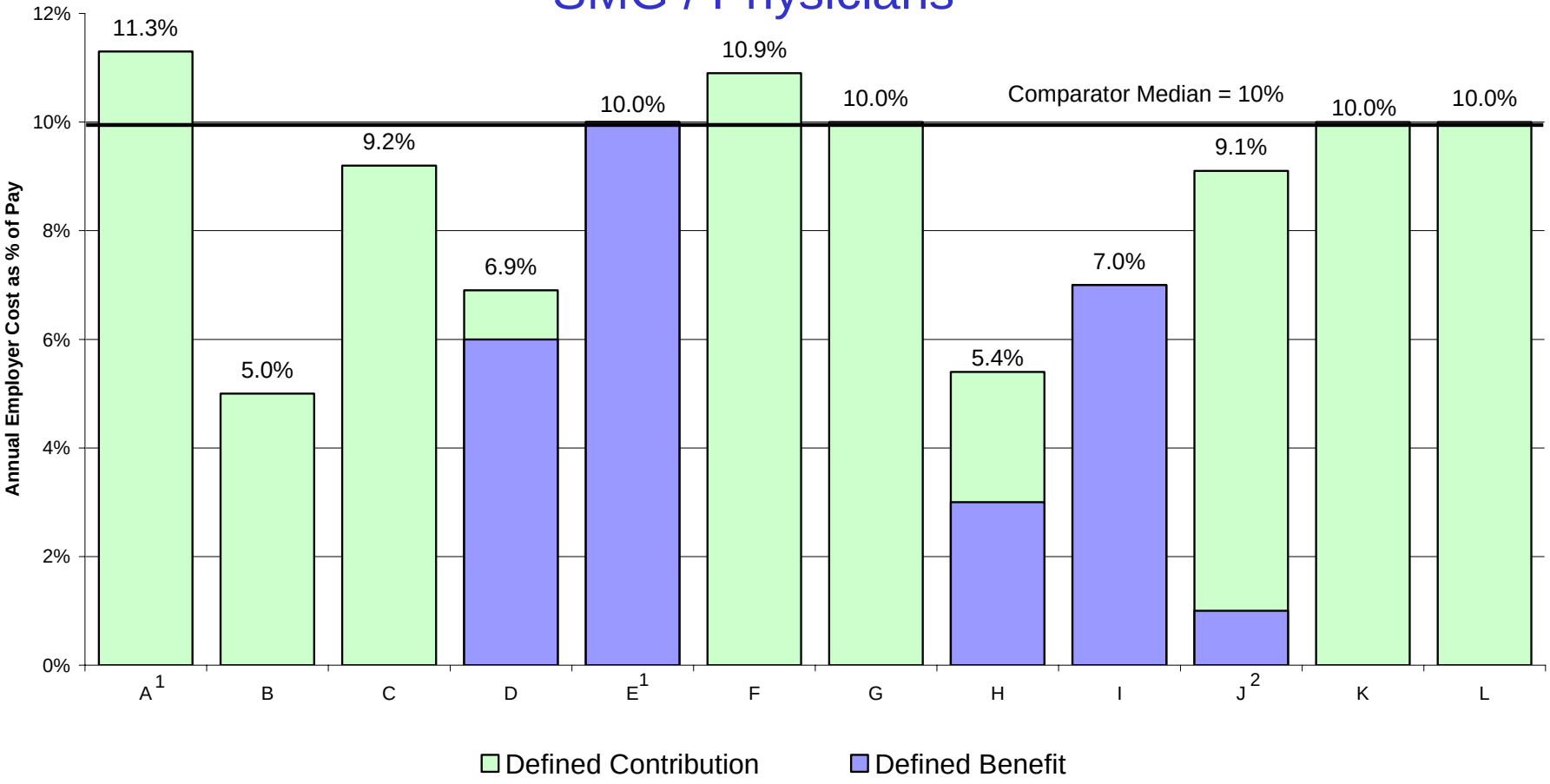
Comparative Analysis of Retirement Plans
National Academic Medical Centers

Comparative Peer Group	Observations
SMG/Physicians	▪ 7 of 12 comparators offer DC plan only ▪ 2 of 12 comparators offer DB plan only ▪ 2 of 12 comparators offer a choice between DB and DC programs ▪ 3 of 12 comparators provides both a DB plan and a DC plan

12 comparators include the following:

▪ Baylor	▪ Oregon Health and Sciences	▪ University of Pittsburgh
▪ Cornell	▪ Stanford Hospital	▪ University of Texas System
▪ Johns Hopkins Hospital	▪ University of Michigan	▪ University of Virginia
▪ Methodist Hospital	▪ University of Pennsylvania	▪ Vanderbilt Medical Center

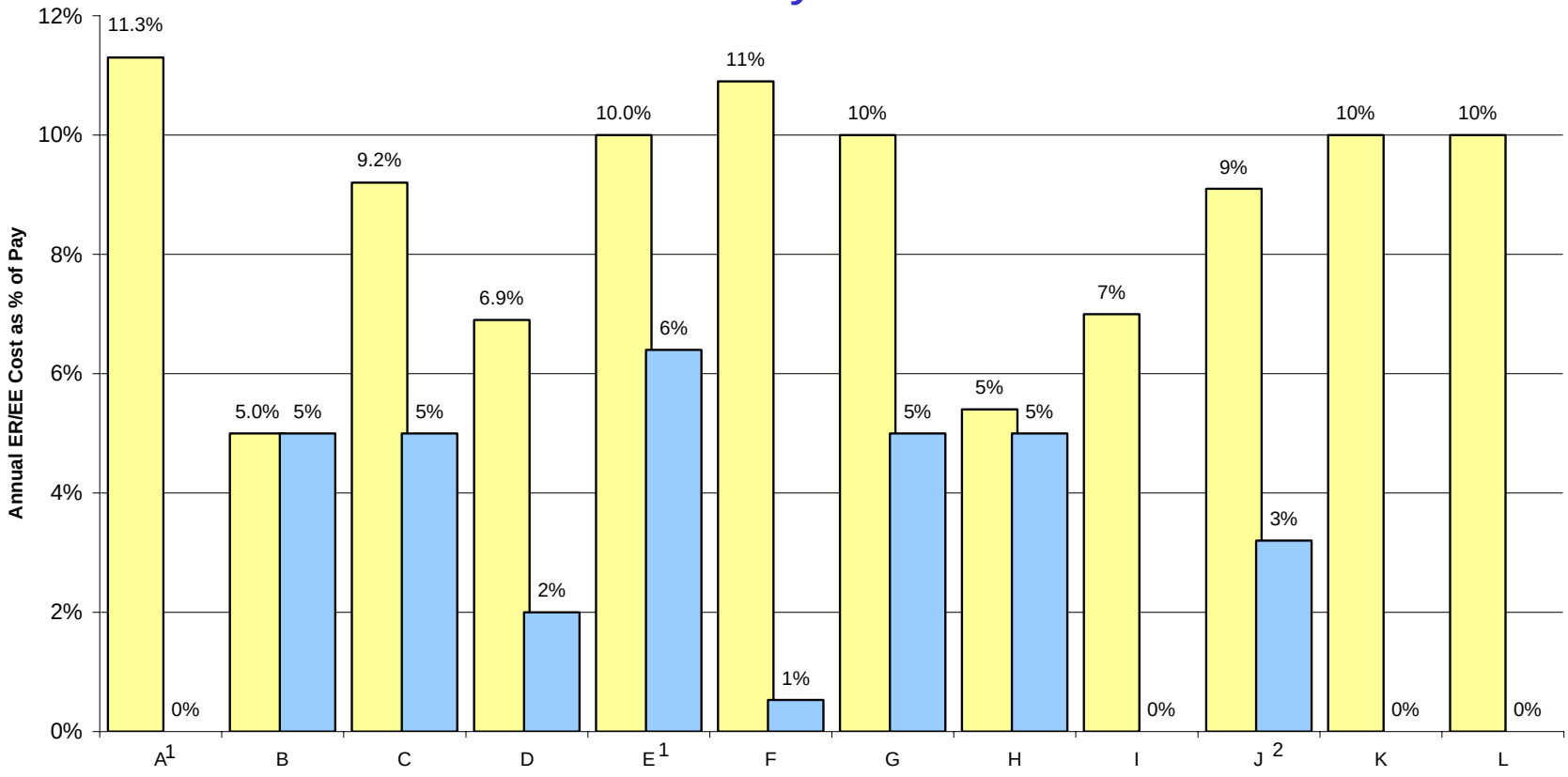
Comparative Employer Retirement Plan Costs
SMG / Physicians



Notes: (1) Based on most recent information in Mercer benefits database. See page 1 for assumptions and caveats.

[1] Choice between DB and DC offered. Plan with estimated highest cost shown.
[2] Program offered for Senior Management is different from Staff.

Cost Sharing
SMG / Physicians



Total Benefit Required Employee Contributions to Receive Benefit

Notes: (1) Based on most recent information in Mercer benefits database. See page 1 for assumptions and caveats.

[1] *Choice between DB and DC offered. Plan with estimated highest cost shown.*
[2] *Program offered for Senior Management is different from Staff.*