

# EMPLOYEE BENEFITS SUMMARY 2011

*The following is a brief description of the Health and Welfare benefits available to Zions Bancorporation employees. You are welcome to contact our Benefits Resource Center with any questions at 800.789.4325.*

As a “Collection of Great Banks” and other financial services companies, we strive to create value for our customers, communities and our employees. We value all of our employees and the essential role you play in our success. The employee benefit plans are designed to help protect the health and well-being of you and your family.

Consumer-Driven Health Care - Our health plan choices incorporate the concept of “consumer-driven health care.” That means we provide you with plans which generally have lower premiums, but higher deductibles, than some other plans. We do this because it provides a financial incentive for all of us to exercise prudence in the way we spend our health care dollars. It means that we reduce the premiums which you are *required* to pay, in exchange for the *possibility* that you’ll have higher deductible payments, which are incurred only if you have considerable medical expenses. A lower premium gives you the opportunity to save pre-tax dollars in a Health Savings Account (HSA) or Flexible Spending Account (FSA) for future health care expenses.

With a Consumer-Driven health plan you first satisfy deductible and then pay a co-insurance. Once you reach your annual out-of-pocket maximum, the plan picks up 100% of the costs.

## Medical Plans

You can choose from three different medical plan options provided by Aetna and CIGNA. These options allow you the freedom to choose the level that best suits your individual needs. In California, you have an additional option provided by Kaiser Permanente.

**All of Zions medical benefits include preventive services.** You will not be charged out-of-pocket costs and the in-network services are covered in full. The plans also include prescription drug coverage that is applied to the deductible. In fact, once you reach your deductible certain generic drugs can be obtained at no cost.

**CCP1** features the lowest premiums. The deductible and out-of-pocket maximums are the same amounts. Once your deductible is met, so is the out-of-pocket maximum and the plan pays 100% of eligible medical expenses.

**CCP2 & CCP3** provide options for balancing your paycheck with the deductible:

- **CCP2** has moderate premiums, deductibles and out-of-pocket maximums.
- **CCP3** has the lowest deductibles and out-of-pocket maximums, and the highest premium.

**Tobacco-free Credit** – Zions offers a Tobacco-free insurance premium credit to all employees who can certify to being tobacco-free or who choose to participate in and complete a Tobacco cessation program approved by Corporate Benefits. For 2011, the tobacco-free insurance credit will be \$25 per payroll deduction (\$600 annually, based on 24 bi-weekly premium periods for benefit payroll deductions).

*All medical premiums shown include the Tobacco-free Credit.*



BI-WEEKLY PREMIUMS	AETNA & CIGNA			KAISER	
	Plan:	CCP1	CCP2	CCP3	North
Single	\$16.00	\$34.00	\$56.00	\$51.00	\$38.00
Two Party	\$33.00	\$68.00	\$109.00	\$102.00	\$77.00
Family	\$49.00	\$101.00	\$164.00	\$144.00	\$109.00
<b>IN NETWORK Annual Deductible</b> (You pay 100% until your deductible is met.)					
Single	\$5,000	\$3,000	\$1,500	\$1,500	\$1,500
Two-party or Family	\$10,000	\$6,000	\$3,000	\$3,000	\$3,000
<b>IN NETWORK Annual Out-of-Pocket Maximum</b> (The plan pays 100% once you reach the Annual Out-of-Pocket Maximum.)					
Single	\$5,000	\$4,500	\$3,750	\$3,000	\$3,000
Two-party or Family	\$10,000	\$9,000	\$7,500	\$6,000	\$6,000

Medical premiums shown include the Tobacco-free Credit.

## Dental/Vision Reimbursement Plans

Zions offers two dental/vision reimbursement programs. You can see the dental or vision provider of your choice, with few limitations to the number of visits and no networks. You pay your provider and then Zions will reimburse you.

### First Dollar Plan

Reimburses 100% of first \$150 of expenses per family member. Pays 50% of additional expenses up to next \$1,250 per family member. Maximum annual reimbursement per family member is \$775.

### Cost Share Plan

Reimburses 50% of all costs up to \$3,400 of eligible expenses per family member. You pay the remaining 50%. Maximum annual reimbursement per family member is \$1,700.

BI-WEEKLY DENTAL/VISION PREMIUMS		
	First Dollar	Cost Share
Individual	\$6.00	\$6.00
Two-party	\$11.50	\$11.50
Family	\$17.00	\$17.00

## Other Benefits

Zions provides other benefits at no cost to the employee. These include Basic Life Insurance, Long-Term Disability, Wellness Program, and an Employee Assistance Program. In addition, Supplemental Life for employee, spouse and children, Accidental Death & Dismemberment, Supplemental Long Term Disability, and Long-Term Care are offered to eligible employees on a voluntary basis.

Health Savings Accounts (HSAs) and Flexible Savings Accounts (FSAs) for health care and dependent care out-of-pocket expenses are provided to help you manage your expenses tax-free. With an HSA, if you have any unused funds at the end of the year, you get to keep them for future health care expenses.

**401(k)** - New employees can sign up for this plan immediately with no waiting period. At every pay period, Zions matches the first 3% of your contributions at 100% and the next 2% of your contributions at 50%. You are always

100% vested in your contributions, as well as the Zions match. Because you are immediately vested you can diversify into a variety of funds that Fidelity offers.

**Profit Sharing** - Zions values its employees and wants them to share in the success of the Company. That is why Zions has a Profit Sharing plan for all eligible employees. Profit Sharing is paid annually and is based on Company performance. Profit Sharing is paid in Zions stock into your 401(k) account, even if you don't contribute to one.

**Paid Holidays** - Zions recognizes 11 paid federal holidays. Holidays vary depending on your geographic location.

**Vacation** - After 90 days of service, eligible employees will receive at least two weeks of vacation time. The amount of vacation weeks you receive is determined by years of service with the Company and your salary grade.

**Sick Leave** - During the calendar week which contains the 90th day of employment, eligible employees will begin to accrue leave credits at the rate of one day per month, or at a prorated rate if they work less than 40 hours per week.

**Family and Medical Leave Act** - FMLA provides eligible employees with up to 12 workweeks of unpaid leave in a rolling 12-month period for specific qualifying reasons.

**Funeral Leave** - In the event of a death of a family member, full-time employees may be granted up to three days of leave with pay for bereavement.

**Good Health**  
own it...live it