

SCOPE OF THE SPECIALIST PLUS PROGRAM FOR EMPLOYEES Motorola Solutions Polska Sp. z o.o. and Motorola Solutions Systems Polska Sp. z o.o.

Occupational medicine – In accordance with the Occupational Medicine Service Act (Journal of Laws No. 96 of 13.08.1997)_Obligatory employee examinations. All diagnostic tests required to perform work at a given position, all specialist consultations required for a given position:



OPIEKA PODSTAWOWA

- Initial, periodical and follow-up examinations
- Survey of work positions
- Participation in occupational health and safety commissions
- Any other provisions of the Act, without exceptions.

24-hour Medicover Hot-Line – 1 96 77 to Medicover Center in Krakow and to Medicover Center in Warsaw – where highly qualified medical personnel provides medical guidelines and decides on the organisation of a medical visit.

Appointment Center – 411 95 96; 500 900 500

Telephone Medical Consultations – a unique system supporting telephone premedical consultations, thanks to which we can determine the best way of providing help fast. When calling **411 95 96, 500 900 500** you will be directly connected to the indicated center (new feature) or the consultant will receive an answer to a question asked and he/she will provide you with information.

24-hour immediate assistance of an ambulance in cases of danger to health or life – the area of action is the radius of 30 km from the central point in every city where Medicover Center is situated (Gdańsk, Gdynia, Katowice, Krakow, Lublin, Łódź, Poznań, Warsaw, Wrocław).

Sanitary transport is related to providing a medical service in the case where there is medical counter-indication to perform the transport with the use of a vehicle other than a medical vehicle, and performance of a medical service at the location of the Authorised Person is impossible; such a service shall be provided on the basis of a Medicover physician's order.

Direct access to physicians – all specialisations, above all ophthalmologist, dermatologist, surgeon, orthopedist, cardiology, accessible at Medicover Centers without an order from the medical care general physician.



OPIEKA SPECJALISTYCZNA

Psychologic and psychiatric consultations – up to five times during one membership year.

Visits of internal medicine specialists and pediatricians at the location of the patient – depending on medical orders. Visits are conducted according to a schedule within the distance of 30 km from the central point in every city, and in the case of Partner Facilities – within the city borders, if such facility provides this type of services.

Visits of a nurse at the location of the patient are related to the performance of a health care



OPIEKA W DOMU

procedure by a nurse, ordered or confirmed by a Medcover physician the performance of which:

due to medical reasons is not possible in Medcover Center, or

is to be performed on a day when Medcover Center is closed, e.g. Sundays and public holidays.

within the scope of a home visit, a nurse shall provide the following services on the basis of an order from Medcover:

- replacing of a dressing
- taking blood samples
- intramuscular or subcutaneous injection

All diagnostic (outpatient) tests ordered by Medcover physicians within the full scope, without limits, e.g.:

Laboratory tests:

- blood chemistry and immunochemical tests (blood count, ESR, Wasserman test, glucose level, electrolyte test, total cholesterol and fractions, triglyceride test, PSA tumor markers, liver tests, etc.)
- hormonal tests (thyroid, gonads, adrenal glands)
- histopathological tests (biopsies, cytology)
- urine analysis (general, glucose, morphotic elements, cultures)
- bacteriological tests

radiological tests (X-ray of the lungs, spine, joints, skull, sinuses, magnetic resonance, computed tomography, mammography)

ultrasonography tests (ultrasound examination of thyroid, abdomen, joints, gynecological ultrasound)

other tests (resting ECG, exercise ECG, computer vision screening, allergic tests)

All other outpatient tests accessible in Poland – the below mentioned procedures performed according to medical indications, under local or infiltration anesthesia (in the area of the procedure), in outpatient treatment room conditions (outpatient clinic), also outside Medcover, performed on the basis of an order issued by a Medcover physician:

removal or biopsy of dermal and subdermal lesions as well as lesions on the surface of mucus membranes, without the necessity of reconstructive procedures

lancing similarly located purulent lesions

cryodestruction of skin lesions up to 1 cm in diameter

cryotherapy and laser therapy of cervical erosions

suturing dermal and subdermal tissue

performing surgery on wounds up to 5 cm in length, without the necessity of reconstructive procedures

removal of stitches from the skin (regardless of the wound dimensions)
paracentesis of joint cavities and area around joints (blockages)
paracentesis of maxillary sinuses as well as incision into eardrum to promote drainage (adults)

reconstruction or removal of fingernail or toenail due to ingrowth, injury or disease
endoscopic biopsies and polypectomies of the alimentary tract with other terms of the definition simultaneously being met (treatment room of outpatient facility) – intravenous general anesthesia administered at the patient's request
setting/removing plaster casts
changing dressings that require only local anesthesia
thin-needle aspiration biopsy of the breast
thin-needle aspiration biopsy of the thyroid gland
puncture of scrotal hydrocele
control bleeding as well as removal of foreign bodies within the framework of emergency management procedures, possible to perform during a specialized consultation in the physician's office of a specialist

Dental care – Within the scope of a Dental Care Program its participants can profit from the following services provided by dental care facilities authorised by Medcover (with the exclusion of Medcover Atrium Center situated at Al. Jana Pawła II 27 and Medcover Krakow Center situated at ul. Rakowicka 7):



STOMATOLOGIA

- Annual checkup,
 - 10% discount on conservative and surgical dentistry
 - 10% discount on periapical X-ray in Medcover Centers, if such a service is available at a given Medcover Center.
- + Motorola Dental Care Package – whose scope is available on the site of HR Department.

Rehabilitation (upon an order of a Medcover physician) – an array of therapeutic procedures,



FIZJOTERAPIA

performed in consultation with a physician the purpose of which is to improve or maintain, on an appropriate level, the physical proficiency of the patient. We perform various types of therapy, including the most complex, such as in the case of neuro-orthopedic illnesses.

Kinesitherapy (treatment through movement) – manual therapy, individual exercises and exercise training

Physical therapy – laser therapy, magnetic field therapy, electro-manipulation and ultrasound procedures

Consultation and prevention – advice concerning, among others, rehabilitation and orthopedic equipment, etc.

Annual inoculation against the flu – inoculation is free-of-charge in the scope of Medicover medical plan.



PROFILAKTYKA OSOBISTA

Coordination of necessary inoculations for adults and children – covering examination and injections (the cost of the inoculation to be paid for by the patient).

Health checks – once a year, within the scope of the medical plan, each patient can perform a complex health check. The scope of the check is adapted by the leading physician to the individual needs of each patient resulting from sex, age and risk factors. The health check includes all examinations ordered by a Medicover physician enabling him/her to assess the current health status of a patient and to detect any possible abnormalities or diseases early.

Pregnancy care – care during the pregnancy period, full diagnostics and medical care.

Personal Care Manager services (PCM) – a Personal Medical Manager shall be assigned by Medicover to the Employee; the tasks of such a PCM shall include:

- Making appointments and organising consultations in Medicover Centers
- Making appointments and organising consultations in Medicover Medical Facilities
- Making appointments at the location of the patient and, if needed, organising ambulance visits (exclusively at the request of an Authorised Person who refuses to contact Medicover Hot-Line)
- Overseeing the availability of laboratory tests results and notifying the Authorised Person thereof (exclusively at the request of an Authorised Person)
- Ensuring care during the stay at Medicover Centers where the services are provided to the Authorised Person (exclusively at the request of an Authorised Person).

Personal Care Manager services (PCM) are provided on working days from 8 a.m. till 8 p.m. at Medicover Centers.

Patient at a Care Center. The Program guarantees permanent care of the Leading Physician, directly cooperating with nurses acting as Care Coordinators.

Your Leading Physician: performs planned visits, control visits and urgent visits adapted to your state of health, contacts you via telephone, informs on abnormal results of your examinations and checks the course of treatment, answers your questions through Medicover On-Line service.

Care Coordinator: reminds you about the dates of your examinations, inoculations and control visits, informs you about the normal results of your examinations, issues prescriptions, fills out sick leave certificates, and, if necessary, directs you to perform additional examinations, makes urgent appointments on your behalf, gives you advice in situations not requiring physician's intervention, monitors chronic disease diaries.

Within the scope of telephone medical consultations, when calling **041 195 96, 500 900 500**, you will be connected directly to the care coordinator in a given center, if the hot-line consultant cannot provide you with any information.

Simplified procedures

1. When an order for additional examinations or consultations is issued by a physician outside of Medcover, the order for such examinations can be issued by a Medcover physician without the participation of the patient.

In order to do it, the patient contacts his/her PCM in order to provide the results of consultations together with the orders (sending a scan of the document by e-mail or fax).

The PCM transfers the documentation to the leading physician.

If the doctor sees no counter-indications, he/she fills out an order for the examinations (if not, he/she invites the patient for consultations to a Medcover Center).

The PCM makes an appointment for the ordered examinations for the patient and sends an external order issued by the physician by fax to a given facility.

2. In the case of a change of an internal order to an external order, the PCM coordinates the change of the order without the need to pay another visit.

Medcover Hospital – 20% discount on the prices of medical procedures performed in the Medcover Hospital.

Having health, safety and comfort of our Patients in mind, the Medcover Hospital was created – the first private medical facility in Poland with such a wide spectrum of hospital services and medical care meeting the highest standards.

We provide 7 specialist medical research hospitals at the disposal of our Patients:

Women Health Research Hospital – hospital treatment in the scope of general and oncological gynecology, urogynecology and pathology of pregnancy.

Obstetrics Research Hospital

Child Health Research Hospital – services within the scope of neonatology, pediatrics, children's surgery, ENT, urology and children's orthopedics.

Cardiology Research Hospital – it will specialise in state-of-the-art diagnostics of heart and vessel diseases, cardiology procedures, including interventional cardiology and intensive cardiac care.

Internal Disease Research Hospital – services within the scope of gastrology, endocrinology, pulmonology and angiology.

Surgery Research Hospital – offers the highest quality of medical services within the scope of general and vascular surgery, orthopedics and urology.

Anesthesiology and Intensive Care Research Hospital

There are 3 specialist centers functioning in the Medcover Hospital:

Diagnostic Center – state-of-the-art, fully digitalised surgery and diagnostics equipment is the flagship center of the Medcover Hospital. Hospital Diagnostics Center consists of 8 specialised laboratories: magnetic resonance, X-ray, computed tomography, ultrasonography, mammography, echocardiography, exercise tests, Doppler tests and ECG

Rehabilitation Center – Rehabilitation Center specialises in the therapy of postinjury and postsurgery conditions. It performs procedures inter alia within the scope of physical therapy and kinesiotherapy.

Consultation Center – Consultation Center provides an opportunity for medical consultations in the pre- and postsurgery period for Medcover Hospital Patients. During the visit the patients will receive a set of information regarding all the details of the treatment.

Medicover Individual Care for Motorola Employees' Families – a possibility for the members of the family, i.e. partner and children up to 25 years of age, to be covered by medical care within the scope of the **Medicover Individual Care for Motorola Employees' Families** program. Coordination and signing of agreements is carried out in Krakow at ul. Bobrzynskiego.

Contact with a directly delegated person who assists in the filling out of documents and coordinates the process of signing the agreements.

Medicover Club – a program that includes numerous valuable information prepared by Medicover specialists and physicians who will help you care for your health and provide you with a good general physical and mental state. The program also allows you to take advantage of special offers as well as receive attractive discounts offered by Program Partners (inter alia sports and biological regeneration centers).

Discounts in the “**Sport and Health**” program – current information www.medicover.pl.

Medicover On-Line.

With the assistance of Medicover On-Line our clients make over 500 000 appointments, order over 32 000 prescriptions and ask over 10 000 questions to physicians yearly. When logging on to the Medicover On-Line system our patients can individually: make or cancel appointments at a Medicover Center, browse through the schedule of realised and planned visits, acquaint themselves with schedules of work of physicians, and update their personal data. In order to activate access to the Internet service, the patient must individually collect access codes from the reception at ul. Bobrzyńskiego.

Ordering prescriptions – the patient can order a prescription exclusively for a medication which was prescribed earlier by a Medicover physician.

Your Health Questionnaire – drawn up by Medicover specialists; the questions refer to inter alia eating habits, physical activity, sleep patterns and stress levels. Upon filling out of the questionnaire you will receive an individual health report and possible suggestions for changing your lifestyle. www.medicover.pl

Results of examinations – application allowing you to access the results of laboratory tests and imaging examinations performed at Medicover Centers. The result of the test is made available to the patient only after a physician makes an obligatory check of such a result and describes it, also in the case when the result is normal.

Electronic Medical Documentation – when going for a visit to Medicover Center you do not have to have your medical documentation. All Medicover Centers have an electronic medical history system enabling an easy and fast access to full medical documentation of the patient, made available from any physician's office.

SMS – reminding about the planned visits (exclusively at Medicover Centers).

Partner facilities – the list of partner facilities accessible to Medicover patients within the scope of the medical plan, is available in the annex. Medicover, within the scope medical care, also directs patients for consultations and diagnostic tests to chosen external facilities not placed on the list on the basis of orders. <http://www.medicover.com/plpl/274.Placowki-medyczne.h>