



## 2017 Physician Benefit Plan Summary

### Medical/Dental/Vision Plan

#### Full Time Employees – 2017 Bi-Weekly Deductions

Dependent Tier	70/30 Medical	80/20 Medical	Dental Basic	Dental Enhanced	Vision
Employee Only	\$ 33.62	\$43.62	\$9.31	\$16.59	\$ 3.66
Employee + Child(ren)*	\$127.13	\$147.13	\$16.76	\$29.86	\$ 6.03
Employee + Spouse *	\$198.70	\$223.70	\$19.56	\$34.85	\$ 5.50
Family*	\$218.58	\$243.58	\$27.93	\$49.77	\$ 9.19

\*Includes domestic partner and/or domestic partner children

#### Potential Bi-Weekly [Additional Premiums](#):

Wellness Premium - \$25.00 per pay period

- Employees on medical plan who opt not to complete their Wellness exam and/or Health Risk Assessment (HRA)

Tobacco Premium - \$40.00 per pay period

- Employees/dependents on medical plan who use tobacco products and are not actively enrolled in an approved tobacco cessation program

Spousal/Domestic Partner Premium - \$50.00 per pay period

- Employees who add their spouse/domestic partner to the medical plan, and the spouse has access to employer sponsored coverage.

### Physician Paid Time Off

Physicians accrue time off in the vacation/sick/holiday structure and maintain through the form of this agreement of vacation time independent of years of service. Vacation time will be accrued throughout the year, and may carry-over from one fiscal year to the next one (1) year of vacation time when employed less than 10 years and two (2) years of vacation time after 10 consecutive years of employment. Physicians have two opportunities to sell back up to 80 hours of vacation time each year. CME days are included in the vacation paid time off. Any vacation time, accrued but not used, in excess of these limits will be subject to forfeiture by the provider at the end of each fiscal year.

Time Off Category	Annual Credit Hours
Vacation	168 hours
Sick	96 hours
Holidays	72 hours

### Administrative Stipend

Physicians of .5 Full Time Equivalency and greater will be eligible for a prorated maximum of \$6,500 in CME each year. These dollars are to be taxed and cover expenses such as medical licensure, continuing education, books, and journal subscriptions. Stipends are prorated if the physician plans to leave the company for any reason.



## Physician Benefit Plan (continued)

### Graduated Defined Contribution (401k) plan

The IRS contribution limit for 2016 is \$18,000 with age-based catch up provision of \$6,000 available if over age 50. Employer matched funds, achieved through years of service, are:

- One Year but Less than Five Years: 50% match up to first 5% of salary contribution
- Five Years but Less than Ten Years: 75% match up to first 5% of salary contribution
- Ten or More Years: 100% match up to first 5% of salary contribution

The match becomes effective after one year of service. Beneficiaries must be elected for this plan by contacting Fidelity at [www.fidelity.com/atwork](http://www.fidelity.com/atwork) or 1-800-343-0860.

### 457(b) Deferred Compensation Plan

- Pre-tax savings account
- Limit of \$18,000 per calendar year
- Age-based catch up provision of \$6,000 available if over age 50

### Flexible Spending Account

- Plan for paying for qualified health care and child/dependent care expenses with pre-tax dollars
- \$2,550 annual contribution limit for Health Care flexible spending account (pro-rated based on hire/eligibility date)
- \$5,000 annual contribution limit for Dependent Care flexible spending account (pro-rated based on hire/eligibility date)
- If your annual expenses are less than the amount you set aside, IRS regulations require that you forfeit the remaining balance
- Healthcare flexible spending accounts will recognize a \$500 carryover whereas dependent care flexible spending accounts will remain on the 2 ½ month grace period.

Plan Year Ending	Option
December 31, 2017	<p><b>Carryover</b> – any funds (up to \$500 carryover allowed) remaining in your Healthcare FSA from 2017 will carry over and can be used toward eligible expenses incurred during 2018. Each year moving forward you will have the ability to carryover a maximum of \$500 of unused Healthcare FSA funds into the next year.</p> <p><b>Grace Period</b> – For Dependent Care (only), the 2 ½ month grace period still applies. The “grace period” of 2½ months (January 1st – March 15th) extends the benefit period beyond the end of each plan year (December 31). This extension provides participants who have been in the Dependent Care Flexible Spending Account program through the end of the year additional time to incur expenses and use any contributions remaining in the previous year’s account balances. You have until March 15 to incur eligible expenses toward the plan year ending December 31. The deadline to submit these claims will be extended until April 30 after which the prior plan year will be closed.</p>

### Short-term Disability Insurance

- Available to full-time, benefit eligible employees only
- Two plan options available. 15/11 has a 15 day elimination period and pays up to 11 weeks of benefits. 30/09 has a 30 day elimination period and pays up to 9 weeks of benefits.
- Income protection pays 50% of base salary in event of disability up to \$1,000 per week.
- Proof of good health required for insurance if applying after initial eligibility on date of hire.



## Physician Benefit Plan (continued)

### Long-Term Disability Insurance

- Available to full-time, benefit eligible employees only
- 90 day elimination period
- Income protection pays 50% of base salary in event of disability up to \$5,000 per month
- Proof of good health required for insurance if applying after initial eligibility on date of hire.

### Supplemental Disability Insurance (IDI)

- Special enrollment in Spring/Summer of each year for newly eligible providers
- Replaces 60% of total compensation up to an additional \$6,000 per month, for a total of \$11,000 per month in compensation with the group plan
- Portability – the plan premiums remain at the same rate if you leave the company
- Catastrophic Disability Benefit may be available, which could provide an additional 40% income replacement up to \$10,000 per month if you suffer a disability catastrophic in nature

### Basic Group Life Insurance

- 1 x annual salary up to \$150,000 in employer paid basic life for full time, benefit eligible employees. \$10,000 flat amount for part-time, benefit eligible employees.
- After 10 years of service with Vidant an additional \$25,000 in basic life insurance is added.

### Supplemental Group Life Insurance

- Available to full-time, benefit eligible employees only
- Limits are – 0.5X, 1X, 1.5X, 2X, 3X or 4X current salary up to \$500,000
- Employee premiums are age banded as of January 1<sup>st</sup> each year
- Proof of good health required for insurance if applying after initial eligibility on date of hire or increasing coverage amount.

### Dependent Spouse Life Insurance

- Available to full-time, benefit eligible employees only
- \$50,000 policy on Spouse
- Age banded rates – based on your age as of 1/1 each year
- If your spouse is also a Vidant Health employee – ineligible
- Guarantee issue today, however, evidence of insurability required if you do not enroll when first eligible (date of hire).

### Dependent Child(ren) Life Insurance

- Full Time Employees Only
- \$10,000 policy per child up to age 26
- Flat rate of \$0.92 per pay period.
- If both parents work for Vidant Health
  - Child(ren) can be covered only under one parent
- If your child is also a Vidant Health employee – ineligible
- Guarantee issue today, however, evidence of insurability required if you do not enroll when first eligible (date of hire).



## Physician Benefit Plan (continued)

### Critical Illness Insurance

- Available to full-time and part-time employees.
- Guaranteed issue amounts offered of \$15,000 and \$30,000 for employee, spouse and/or children are covered at 50% of the employee's benefit amount
- Children are covered under the employee's plan at no additional cost
- 12 month pre-existing condition
- Benefits do not reduce at any age
- A wellness benefit is included, which pays an annual benefit per covered person
- Coverage is portable
- Employees will have the opportunity to enroll within 30 days from their date of hire by contacting the enrollment center at 1-800-290-1744.

### Whole Life with Long Term Care Rider

- Available to full-time and part-time employees
- A Long Term Care Rider is included which provides benefits for nursing home care, home health care, or adult day care
- Coverage may be purchased for yourself, your spouse, and your children and/or grandchildren
- Coverage is individually owned, which means you can take your policy with you if you retire or leave the company (there is no increase in premium and no decrease in benefits)
- Employees will have the opportunity to enroll within 30 days from their date of hire by contacting the enrollment center at 1-800-290-1744.

### 529 College Savings Plan

- Setup and contribute to a professionally managed, tax-advantaged investment plan to save for future college expenses through the College Foundation of North Carolina (CFNC)
- Use regular payroll deduction (minimum \$25.00)
- To learn more about the 529 College Savings Plan and to enroll log on to their website at [www.CFNC.org/NC529](http://www.CFNC.org/NC529)

### Employee Discount Program

- The Vidant Health Employee Discount Program offers you exclusive discounts on products and services in an easy-to-use website
- <http://www.beneplace.com/vidanthealth>

### Hospital Bill Discount

- All employees and covered dependents may receive up to a 50% discount on eligible hospital services
- Applies to all Vidant Health hospitals, VMG practices, SurgiCenter and outpatient centers
- In some situations the discount may not apply if you have other insurances that are not comparable to the Vidant Health medical plan or for a non-covered expense.

The information provided above is a summary only and not all inclusive of plan details. For more information, please review the New Hire Information provided at [www.vidanthealth.com](http://www.vidanthealth.com) >> For Employees >> Welcome to Our Family >> Benefits or contact the Vidant Health Employee Benefits Department at 252-847-4479 or [benefits@vidanthealth.com](mailto:benefits@vidanthealth.com).

*The Human Resources Department has designed this communication to be as accurate as possible; however, the information contained cannot alter, modify or otherwise change controlling plan documents.*