

PHC & Me



2021 Benefits at a Glance

Piedmont Macon Medical Residents

PHC & Me is Piedmont's one-of-a-kind Total Rewards program that touches every aspect of your life and helps you create a unique experience – a rewarding career – that you won't find anywhere else.

HEALTH BENEFITS

Medical & Prescription Drug Plans

Piedmont offers **two medical and prescription drug (Rx) plans through Cigna, the Piedmont Choice Plan and the Piedmont Exclusive Plan**, to eligible full-time and part-time Residents, and coverage begins the first day of employment.

MetLife Dental Plans

Piedmont offers **two dental plans through MetLife, the MAC Plan and the PPO Plan**, to eligible part-time and full-time employees. Coverage begins the first day employment.

EyeMed Vision Plans

Piedmont offers **two vision plans through Eyemed, the Eyemed Vision Plan and the Eyemed Eyeprefer Plan**, to eligible part-time and full-time employees to help pay for eye exams, eyeglasses and contact lenses. Coverage begins the first day employment.

Health Plan Premiums & Tobacco Surcharge

2021 Bi-Weekly Premiums by Coverage Level								
Plan Name	Employee Only		Employee + Child(ren)		Employee + Spouse/ Domestic Partner		Family	
	FT	PT	FT	PT	FT	PT	FT	PT
Piedmont Exclusive Plan	\$34.62	\$69.23	\$83.03	\$166.15	\$138.46	\$276.92	\$186.92	\$373.85
Piedmont Choice Plan	\$46.15	\$92.31	\$101.54	\$203.08	\$156.92	\$313.85	\$207.69	\$415.38
MetLife Dental MAC	\$4.03	\$8.07	\$11.12	\$22.25	\$7.88	\$15.77	\$16.28	\$32.57
MetLife Dental PPO	\$10.64	\$21.28	\$18.97	\$37.94	\$20.37	\$40.75	\$29.15	\$58.31
EyeMed Vision	\$3.53		\$7.02		\$6.84		\$9.29	
EyeMed EyePrefer Vision	\$7.35		\$14.60		\$14.23		\$19.34	
Tobacco Surcharge (Medical)	\$50.00		\$50.00		\$75.00		\$100.00	

Full-time employees are those scheduled to work at least 64 hours per pay period; part-time employees are those scheduled to work at least 32 hours per pay period.

INCENTIVE PLANS

Piedmont's Incentive Plans **financially reward employees** for working together to achieve better **Quality, Safety, Service; Talent;** and Stewardship (financial) results. All full-time, part-time and PRN employees are eligible to participate in the Piedmont Incentive Plans. Employees at *Piedmont Career Pathways* levels 8 and above participate in the **Management Incentive Plan (MIP)**; those with at least three (3) months of active employment during the fiscal year and who are employed by Piedmont on the actual award payout date are eligible to receive an MIP award.

RETIREMENT PLANS

401(K) TomorrowPlan

Piedmont's market leading retirement plan is funded through pre-tax, Roth and after-tax employee contributions through bi-weekly payroll deductions to the **401(k) TomorrowPlan** (contributions are 100% vested) and Piedmont matching contributions. **Piedmont's matches employee pre-tax and Roth contributions up to 6%** (after-tax contributions are not match-eligible). Piedmont also offers a match "true-up" that ensures employees receive the full Piedmont match they're eligible for, based on earnings and contributions made after meeting match-eligibility. New hires are automatically enrolled at a 3% pre-tax contribution rate – and can increase or decrease that amount, or opt out of the plan at any time. Employees are eligible to receive Piedmont matching contributions after one year of employment and 1,000 hours worked. For 2021, you can make up to \$19,500 in combined pre-tax and Roth contributions to your 401(k) *TomorrowPlan*. If you are age 50 or over at any point in 2021, you can make up to \$6,500 in additional catch-up contributions (to total \$26,000).

In addition to the contributions listed above, there are two savings features that target those who have met the annual IRS contribution limit (\$19,500 or \$26,000 if over age 50 for 2021). Employees can contribute an additional \$21,100 as a voluntary after-tax contribution and then elect in-plan Roth conversions. This allows for a maximum contribution of \$40,600 (or \$47,100 with catch-up contributions) if all contribution features are fully used. These features combined will allow you to increase Roth savings, and thereby, avoid taxes on future earnings.

BENEFITS PROVIDED BY PIEDMONT AT NO COST TO YOU

Time Away

Piedmont provides Medical Residents with **15 days annually** for **time away from work** for **vacations, holidays, sick and personal days**. Time away amounts are in accordance with the fiscal year (July 1 – June 30).

Continuing Medical Education (CME)

Piedmont pays Medical Residents for **continuing medical education and approved board certifications** in accordance with the fiscal year (July 1 – June 30). While GA license and approved board certification test fees are paid by Piedmont, they are not deducted from CME monies.

Resident Type	Allotted CME time
Piedmont Macon Medical Residents	5 days

Maternity Disability Leave

Our market-leading maternity disability leave benefit coordinates with the company-provided short-term disability benefit to **provide new mothers 100% income replacement** for the disability period after the birth of a child.

Adoption Assistance

Piedmont's adoption assistance benefit helps employees and their families with certain legal fees, travel expenses, and other expenses related to the adoption process. You can receive **up to \$5,000 per adopted child, up to a lifetime maximum of \$10,000**. Employees are eligible for Adoption Assistance after one full year of employment and 1,000 hours worked.

Short-Term Disability (STD)

STD insurance is a fully-paid benefit that provides eligible full- and part-time employees with a **60% level of income protection** in the event they miss work for an extended period of time due to a medically certified injury or illness.

Long-Term Disability (LTD)

LTD insurance is a fully-paid benefit that provides full-time employees (with an FTE of .80 or higher) with a **50% level of income protection** once STD coverage ends. Employees have an opportunity to purchase an additional 10% of LTD coverage to increase their income protection to 60%.

Basic Life and Accidental Death & Dismemberment (AD&D)

Basic Life and AD&D insurance is provided at no cost to full-time and part-time eligible employees. The amount of coverage is **1.5 times your annual base salary for Basic Life insurance and an additional 1.5 times your base salary for AD&D insurance to a maximum of \$500,000.**

WELLNESS AND WORKLIFE BENEFITS

Piedmont Fitness Center Discounts

Four hospitals within our Piedmont family have **professionally-staffed and fully-equipped fitness centers -- available to employees at a discounted rate.** Many of our locations that do not have full fitness centers offer smaller fitness hubs that employees may access.

Mobile Wellness Portal & Application

Piedmont's mobile wellness portal and application, powered by industry leader Castlight, connects employees to an integrated platform, connecting the dots to all of Piedmont's benefits and wellness offerings. From **encouraging the healthy behaviors, to recommending innovative wellness programs tailored to individual goals,** the portal and app empower Piedmont's medical plan members to better manage their health and contribute to improving overall wellbeing.

VITAL WorkLife Concierge Services

Piedmont Healthcare knows that work-life balance is an elusive concept for busy Residents. With the intensity of your work and the effect that can have on you and your loved ones, we strive to make the little things in life a bit easier. Piedmont offers WorkLife Concierge, an all-purpose virtual assistant offering the personal attention and first-class service you typically only receive at a five-star resort. Your time is valuable, and WorkLife Concierge can help make the most of it by managing every day and special occasion tasks. By working with a WorkLife Concierge representative, you can complete a wide variety of tasks in just a few minutes, freeing up valuable time for what matters most to you.

VITAL WorkLife Employee Assistance Program (EAP)

Wellbeing telephonic, online, and app services include: Peer coaching & mentoring, time of need counseling for you and your family members available by phone or in-person. Support for depression, stress & anxiety, anger management, interpersonal conflict, relationship & parenting concerns, work & life issues, legal & financial resources, leadership development & executive coaching, referral to reputable resources for issues such as chemical dependency.

OTHER BENEFITS

Flexible Spending Accounts (FSA)

We offer both **Healthcare and Dependent Day Care FSAs** that save you money by letting you set aside pre-tax dollars from your bi-weekly pay to use to pay for eligible out-of-pocket medical, dental, vision, prescription drug and dependent day care expenses for you and your dependents – regardless of whether or not you are enrolled in Piedmont's medical/Rx plan. For 2021, **you can contribute between \$100 and \$2,750 into a Healthcare FSA and between \$100 and \$5,000 into a Dependent Day Care FSA.** You can roll up to \$550 in unused Healthcare FSA funds from 2021 to 2022; unused Dependent Day Care FSA dollars cannot be rolled from one year to the next.

VOLUNTARY BENEFITS & MORE

- **Optional Life Insurance** - Employees may choose to purchase additional Life Insurance up to four times their annual base pay to a maximum of \$600,000.
- **Whole Life Insurance**
- **Accident Insurance**
- **Critical Illness Insurance**
- **Omada Health Program**
- **Employee Sharing Club**
- **Spouse and dependent life insurance**
- **Free parking**
- **Employee Health & Safety**
- **Annual Flu Immunizations**
- **Bereavement & Jury Duty Pay**

- **Hospital Indemnity Insurance**
- **Purchasing Power**
- **Hello Heart Program**
2Morrow Health Program

- **Recognition & Service Awards Program**
- **Credit Union**
- **Sixty Plus Older Adult Services**
- **Employee Discount Program**

All plans are subject to eligibility rules and governed by applicable plan documents.