



# 2021 Benefits Highlights

## Benefits at Vidant Health

Vidant Health offers a comprehensive and competitive benefits program that includes a dedicated focus on the health and well-being of team members and your family. They include programs and services to support and strengthen your physical health, such as medical and pharmacy coverage, dental and vision coverage, and many well-being programs.

Financial health, including retirement, is also important. Through our close partnership with Fidelity, Vidant Health offers a 401(k) retirement plan with many investment options.

Our team members also take advantage of tuition assistance program, Flexible Spending Accounts, disability and life insurance, plus many other benefits and services – even entertainment and retail discounts.

Through our competitive benefits program, we strive to demonstrate our commitment to you.

## Benefits Eligibility

Team member's eligibility is based on Full-Time Equivalency (FTE) and considered benefit-eligible if their FTE is .5 or greater. Benefit elections must be made within 30 days of hire/benefit-eligible status. Benefits become effective the first of the month following your 30<sup>th</sup> day of hire/benefit-eligible status change.

## Medical

Eligible team members can choose from three self-insured health plans offering medical and prescription coverage. The third party administrator for the Vidant Health Plans is MedCost. The cost of the benefit is shared between employer and team member.

Vidant offers 3 medical plan options: Basic, Choice and Medical Savings Plan. The Basic and Choice plans are traditional PPO medical plans and the Medical Savings Plan is considered a high deductible plan. All three plans include tiered provider options. Some of the highlights of the coverage in each tier are:

- Preventive care medical services performed by an in-network provider are covered at 100% under each medical plan – at no charge to you.
- Vidant Integrated Care Network (VIC) Tier includes reduced copays with health care providers enrolled in VIC.
- Tier A includes higher plan co-insurance coverage at 85%, lower copays for the traditional medical plans, lower deductibles and out of pocket maximums.
- Tier B includes plan co-insurance coverage at 70%, PCP and specialty office visits subject to deductible and 30% coinsurance

## Medical/Dental/Vision Premiums

Full-time Team Member – Bi-weekly Deductions based on 26 pay periods a year						
Coverage	Medical Savings Plan	Basic Medical	Choice Medical	Basic Dental	Choice Dental	Vision
Single	\$35	\$40	\$53	\$9	\$17.50	\$2.71
+ Child(ren)*	\$130	\$152	\$176	\$16.50	\$30.50	\$4.46
+ Spouse*	\$204	\$238	\$267	\$19	\$35.50	\$4.07
Family*	\$224	\$261	\$292	\$27	\$50.50	\$6.80
Part-time Team Member – Bi-weekly Deductions based on 26 pay periods a year						
Coverage	Medical Savings Plan	Basic Medical	Choice Medical	Basic Dental	Choice Dental	Vision
Single	\$98	\$113	\$125	\$9	\$17.50	\$2.71
+ Child(ren)*	\$222	\$259	\$282	\$16.50	\$30.50	\$4.46
+ Spouse*	\$281	\$329	\$359	\$19	\$35.50	\$4.07
Family*	\$332	\$387	\$417	\$27	\$50.50	\$6.80

Additional Premiums for Wellness, Tobacco Use and Spousal/Domestic Partner may apply

### Flexible Spending Accounts (FSA)

Flexible Spending Accounts are an easy way for you to keep more of your take-home pay by using “pre-tax” dollars for eligible expenses. Simply present your FSA debit card for the purchase of eligible services and goods. Using the debit card allows you to directly tap into your Health Care and Dependent Day Care FSA, meaning better cash flow for you and no waiting for reimbursement.

### Health Savings Account (HSA)

If you enroll in the Vidant Medical Savings Plan, you will be eligible for an HSA account. An HSA is an optional savings account used to pay for qualified medical expenses directly with your HSA debit card or to reimburse yourself at any time for medical expenses you paid out of pocket. There is no time limit to reimburse yourself. Participants are required to make a minimum annual pledge of \$25 and must be participating each pay period to receive quarterly matching contributions from Vidant.

### Dental

The Vidant Dental Plan has been designed for team members to see any licensed dentist; however the benefits (i.e. lowest out-of-pocket cost to you) are greatest when services are received from a Cigna provider.

### Vision

The Vision Care Plan is designed to encourage you to maintain your vision through regular exams and to help with expenses for prescription glasses and contact lenses. With this voluntary plan, you may use in or out-of-network providers, but the level of benefit is higher when you receive care from an in-network provider.

## Life

Each full-time team member automatically receives employer paid basic life insurance coverage equal to one times his or her annual base salary. Each team member eligible for part-time benefits will automatically receive employer paid basic life insurance equal to \$10,000. This benefit is 100% employer paid.

## Optional Life

Team members may purchase additional life insurance coverage for themselves, their spouse and dependents.

## Whole Life

Whole Life Insurance is designed to provide death benefits to you or your beneficiaries, but it can also build cash value that you can utilize while you are still alive.

## Disability

### Short-Term Disability

Vidant provides 60% income replacement for full-time team members at no cost after a seven-day waiting period for up to 90 days when absence is due to a qualified illness or injury. New team members are eligible to purchase an additional 20% income replacement.

### Long-Term Disability

This benefit replaces 50% of base pay after a 90-day waiting period when absence is due to a qualified illness or injury.

## Retirement and Financial Planning

### 401(k) Partnership Savings Plan

The Vidant Retirement Program consists of a pre-tax 401(K) plan and a Roth 401(k) plan, as well as an unmatched after-tax plan where you can save for retirement with Fidelity supporting you in your financial planning.

The IRS contribution limit for 2021 is \$19,500 (pre-tax 401(k) and Roth 401(k) combined) with age-based catch up provision of \$6,500 available if over age 50. Employer matched funds, achieved through years of service, are:

- One Year but Less than Five Years: 25% match up to first 5% of salary contribution
- Five Years but Less than Ten Years: 37.5% match up to first 5% of salary contribution
- Ten or More Years: 50% match up to first 5% of salary contribution

Employer-paid matching contributions are available after meeting one year of service with Vidant Health. IRS compensation limits apply for matching contributions.

In addition, you can make additional after-tax contributions in the unmatched after-tax plan that allows you to save up to the 2021 IRS limit of \$58,000 (\$64,500 if you are 50+) for team member and employer contributions (if applicable) combined.

## Critical Illness

Group Critical Illness insurance is designed to help you offset the financial impact of a covered critical illness. Some examples of a critical illness would be heart attack, stroke, major organ transplant, cancer, etc. Depending

on the benefit amount you choose, it pays a tax-free lump sum benefit directly to you (unless otherwise assigned) to use any way you wish, in addition to any other coverage.

### Paid Time Off (PTO)

Paid Time Off (PTO) is a bank of hours that provides you flexibility in receiving pay while away from work. Each pay period, benefit-eligible team members accrue PTO hours based on their hours worked, length of service and status. PTO can be used for vacation, holiday, religious observances, personal/family business, personal/family illness, or as best fits a team member’s current life needs.

PTO is pro-rated for any benefit eligible team member working less than a 1.0 FTE

**PTO Schedule**

Years of Service	Annual Accrual Hours (maximum)	Annual Accrual Days (maximum)	Hours Accrued per Pay Period (maximum)	Maximum Carryover
<b>0 but less than 2 years</b>	200 hours	25 days	7.69 hours	400 hours. This is the maximum amount that you can carry over into a new fiscal year. Be sure to check “Leave Details” in Employee Self-Service to see your balance.
<b>2 but less than 4</b>	208 hours	26 days	8.00 hours	
<b>4 but less than 6</b>	216 hours	27 days	8.31 hours	
<b>6 but less than 8</b>	224 hours	28 days	8.62 hours	
<b>8 but less than 10</b>	232 hours	29 days	8.92 hours	
<b>10 but less than 12</b>	240 hours	30 days	9.23 hours	
<b>12 but less than 14</b>	248 hours	31 days	9.54 hours	
<b>14+ years</b>	256 hours	32 days	9.85 hours	

### Employee Assistance Program (EAP)

Employee Assistance Program (EAP) services are available to help team members and their immediate family members meet the challenges they face in everyday life. EAP services offer FREE & CONFIDENTIAL guidance. Services are available Monday through Friday, 8:30 am to 4:00 pm.

### Adoption Assistance Program

Team members can receive up to \$2,500 per child, with a maximum of \$5,000 in a budget year towards financial assistance to reimburse eligible expenses associated with the adoption of a child. Eligible expenses include legal and court fees, temporary foster care charges, travel expenses associated with the adoption, counseling, placement, and agency fees.

### Tuition Assistance

Continuous learning is fundamental to achieving our vision. Tuition Assistance supports educational advancement.

- Full-Time Team members (.8 FTE and greater): Associates - \$4,000 Bachelors - \$4,000 Graduate/Professional - \$5,000
- Part-Time Team Members (.5 FTE to .79 FTE): Associates - \$2,000 Bachelors - \$2,000 Graduate/Professional - \$2,500