



Summary of Benefits

Benefit	Contribution By	Description Of Benefit
Medical Plan	Bryan Heart and Employee	Choice between a PPO plan and a High Deductible Health plan with a Health Savings Account.
Dental Plan	Bryan Heart and Employee	In-network preventive procedures covered twice per year. 80% coverage for basic and major procedures along with a \$2000 orthodontia allowance.
Vision Insurance	Bryan Heart	In-network routine vision exams covered every 12 months. Basic lenses covered every 12 months. Frames covered every 24 months.
Dependent Care Spending Account	Employee	Employees with eligible dependents may set aside money in a pre-tax account to cover costs for the care of dependents.
Health Care Flexible Spending Account	Employee	Employees may set aside money in a pre-tax account for eligible medical, dental, and vision expenses. Available to employees who enroll in the PPO medical plan or who waive health coverage.
Health Savings Account	Employee	Employees may set aside money in a pre-tax Health Savings Account for medical, dental, and vision expenses. Available to employees who enroll in the High Deductible Health plan.
Long Term Disability	Bryan Heart	Long Term Disability plan provided by Bryan Heart at no cost to the employee . Eligible employees receive a benefit equal to 60% of the employee's base salary up to a maximum of \$10,000 per month.
Wellness Program	Bryan Heart	Opportunities for employees to participate, at no cost, in wellness challenges and seminars, health screening events and lifestyle management programs. Earn cash incentive for participation in various activities.
Paid Time Bank	Bryan Heart	Paid Time Bank is the paid time-off program provided by Bryan. Full-time and Regular Part-time employees are eligible. Hours may be used for holidays, vacations, sick days, and other personal needs.
Life Insurance	Bryan Heart	Basic Life Insurance plan provided by Bryan at no cost to the employee . Eligible employees receive benefit equal to 1 times their annual base salary up to a maximum of \$750,000.
Supplemental Life Insurance	Employee	Additional life insurance for the employee can be purchased in \$10,000 increments, not to exceed \$500,000. Dependent coverage also available.
AD&D Insurance	Employee	Employees may purchase accidental death and dismemberment insurance for themselves and family members.
Educational Reimbursement	Bryan Health	Full-time employees may receive up to \$3,000 per calendar year. Regular Part-time employees may receive up to \$1,500 per calendar year.
401(k) and Employer Match Contribution	Bryan Heart and Employee	Employees may contribute up to 80% of their compensation to the 401(k) plan, not to exceed IRS limits. Contributions may be pre-tax or post-tax (Roth). After one year, Bryan Heart matches the employee contribution at 100% of every dollar up to 5% of compensation.
Year-End Employer Retirement Contribution	Bryan Heart	Contributions are made by Bryan Heart. The contribution is made on a percentage of gross wages earned by the employee upon becoming eligible. This is in addition to the 401(k) match above.
Employee Assistance Program (EAP)	Bryan Heart	Continuum EAP is a confidential counseling service provided to employees and their immediate family members at no cost to the employee.
Child Development Center	Employee	Bryan Medical Center has an on-site day care available for children 6 weeks through 12 years of age.
Parking	Bryan Health	There are several parking areas available for Bryan Medical Center employees, including surface lots and parking garages, all at no cost .
Convenience and Discount Services	Employee	Bryan has secured a variety of convenience services and discounts from local and national vendors.