

Summary of Benefits

Benefit	Contribution By	Description Of Benefit
Medical Plan	Bryan Physician Network and Employee	Choice between a PPO plan and a High Deductible Health plan with a Health Savings Account.
Dental Plan	Bryan Physician Network 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	Employee	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.
Short Term Disability	Bryan Physician Network	Short term income replacement plan is provided by Bryan to Full-time and Regular Part-time employees at no cost to the employee .
Long Term Disability	Bryan Physician Network	Long Term Disability plan provided by Bryan 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 \$8,000 per month.
Wellness Program	Bryan Physician Network	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 Physician Network	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 Physician Network	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.
Educational Reimbursement	Bryan Physician Network	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.
Learning Benefit	Bryan Physician Network	Employees may receive reimbursement for tuition costs on professional courses required to maintain job or required for licensure/certification & non-credit classes.
In-Service Education	Bryan Physician Network	Several in-service educational opportunities are provided at either no cost or minimal cost to employees.
401(k) and Employer Match Contribution	Bryan Physician Network 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). Bryan matches the employee contribution at \$0.50 on the dollar up to 5% of compensation; employees with 15 years or more of service receive a match of \$0.70 on the dollar up to 5% of compensation.
Year-End Employer Retirement Contribution	Bryan Physician Network	Contributions are made by Bryan Physician Network. 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.
Parking	Bryan Physician Network	There are several parking areas available to employees at no cost.
LifePointe	Bryan Physician Network and Employee	Subsidized pricing for full facility memberships
Employee Assistance Program (EAP)	Bryan Physician Network	Continuum EAP is a confidential counseling service provided to employees and their immediate family members at no cost to the employee.
Convenience and Discount Services	Employee	Bryan has secured a variety of convenience services and discounts from local and national vendors.