

Summary of Benefits

Benefit	Contribution By	Description Of Benefit
Medical Plan	Bryan and Employee	Choice between a PPO plan and a High Deductible Health plan with a Health Savings Account.
Dental Plan	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.
Long Term Disability	Bryan	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	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	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	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.
In-Service Education	Bryan	Several in-service educational opportunities are provided at either no cost or minimal cost to employees.
401(k) and Employer Match Contribution	Bryan 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 Health 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	Contributions are made by Bryan Health. 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.
LifePointe	Bryan and Employee	Employees receive a reduced membership rate at LifePointe, a Bryan-owned exercise and wellness facility.
Parking	Bryan	There are several parking areas available to employees at no cost.
Employee Assistance Program (EAP)	Bryan	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.

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