

## Summary of Benefits

Benefit	Description Of Benefit
Medical Plan	Choice between a PPO plan and a High Deductible Health plan with a Health Savings Account.
Dental Plan	In-network preventive procedures covered twice per year. 80% coverage for basic and major procedures along with a \$2000 orthodontia allowance.
Vision Insurance	In-network routine vision exams covered every 12 months. Basic lenses covered every 12 months. Frames covered every 24 months.
Flexible Spending Accounts	Employees have 3 options for flexible spending accounts: <ul style="list-style-type: none"> <li>• Dependent Care – employees with eligible dependents may set aside money in a pre-tax account to cover costs for the care of dependents.</li> <li>• Health Care – employees may set aside money in a pre-tax account for eligible medical, dental, and vision expenses.</li> <li>• Limited Purposes – employees may set aside money in a pre-tax account for eligible dental and vision expenses. May be used with a Health Savings Account.</li> </ul>
Health Savings Account	Employees may set aside money in a pre-tax Health Savings Account for medical, dental, and vision expenses.
Short Term Disability	Short term income replacement plan is provided by Bryan Heart to Full-time and Regular Part-time employees at <b>no cost to the employee</b> .
Long Term Disability	Long Term Disability plan provided by Bryan Heart at <b>no cost to the employee</b> . 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	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	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	Basic Life Insurance plan provided by Bryan at <b>no cost to the employee</b> . Eligible employees receive benefit equal to 1 times their annual base salary up to a maximum of \$750,000.
Supplemental Life Insurance	Additional life insurance for the employee can be purchased in \$10,000 increments, not to exceed \$500,000. Dependent coverage also available.
Educational Reimbursement	Variety of options for reimbursement of education-related expenses such as tuition, certifications, and other job-related education expenses.
In-Service Education	Several in-service educational opportunities are provided at either no cost or a minimal cost to the employees.
401(k) and Employer Match Contribution	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	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)	Continuum EAP is a confidential counseling service provided to employees and their immediate family members at no cost to the employee.
Child Development Center	Bryan Medical Center East and West Campus have on-site day care available for children 6 weeks through 12 years of age.
Parking	There are several parking areas available for employees, including surface lots and parking garages, all at <b>no cost</b> .
Convenience and Discount Services	Bryan has secured a variety of convenience services and discounts from local and national vendors.