

THE BEST-KEPT SECRET IN THE TRIAD!

EAGLE PHYSICIANS AND ASSOCIATES, PA Full-Time Support Staff Employee Benefits Package

Eagle Physicians provides a Conditional Offer Waiver Credit style of benefits in which money is given if medical insurance is declined and proof of other acceptable coverage is presented. Each full-time support staff employee receives a \$125 benefit dollar waiver credit per pay period in which to purchase benefits (or keep as cash) provided they decline medical insurance with proof of alternate coverage. Benefit choices are made during new employee orientation and then each December during re-enrollment for the upcoming year. ANY and ALL benefits may be elected (including medical), however the waiver credit is only given to be used to purchase non-medical benefits (or keep as cash) if medical is declined.

HEALTH INSURANCE - Medical, Dental and Prescription. Employee premiums are a low \$12 bi-weekly for medical and \$10 for dental. Employee plus children is \$102 bi-weekly for medical and \$30 for dental. Employee plus spouse is \$150 bi-weekly for medical and \$20 for dental and employee plus family coverage is \$150 bi-weekly for medical and \$45 for dental. Eagle employees and their covered dependents can use all of the resources of an Eagle provider for one \$20 co-pay. Participants may also access the MedCost network of providers using the deductible and percentage system. The individual deductible under MedCost is \$750 and the family deductible is \$2,000. After the deductible is paid, all eligible expenses are then paid by Eagle at 80%. For dental care, participants may utilize any dentist of their choice with three levels of coverage; preventive, restorative and major. Preventive care provides two cleanings per year and associated x-rays for a \$15 copay (each); Eagle pays the remaining balance. Restorative care has a \$150 deductible and then Eagle pays 70% of the remaining eligible expense. Major care has a \$300 deductible and then Eagle pays 50% of the remaining eligible expense. The maximum dental benefit for any plan year is \$1,000. For prescriptions, Eagle pays 70% of the total eligible cost, while the participant pays 30%.

VISION – Community Eye Care, a network of over 600 eye care professionals provides routine vision care with yearly exams for a \$20 co-pay and up to \$150 spending allowance on eyewear. Employees can be covered for \$4.50 per pay period, or can have employee plus one dependent for \$8.50 bi-weekly or employee plus family coverage for \$12.50 per pay period.

DISABILITY - Short-Term Disability supplies employees with 60% of weekly income for up to 13 weeks (max benefit \$1,000 per week) and costs \$7.00 per pay period. **Long-Term Disability** is available for \$11.00 per pay period and also provides 60% of weekly income up to age 65 (max benefit \$1,500 per week).

LIFE INSURANCE – A \$50,000 life insurance policy is available to all employees at a cost of \$4.00 per pay period. Additional life insurance in the amount of \$50,000 more can be purchased for \$5.00 bi-weekly. Dependent life insurance may be purchased for \$7.00 per pay period and covers all of an employee's eligible dependents.

401(k) / PROFIT SHARING - Employees are eligible to defer their own money into Eagle's 401(k) plan after 520 hours worked. This can be either traditional pre-taxed 401(k) deferrals or Roth post-tax deferrals. Then after the first year of employment and at the next quarterly enrollment, employees who work at least 1,000 hours are enrolled in Eagle's profit sharing program. 3% is Safe Harbor and 3% is Regular Profit Sharing for a combined total of 6% Eagle funded money that goes into each participant's retirement account.

IDENTITY THEFT PROTECTION & PREPAID LEGAL SERVICES – Regional Identity Centers provides a voluntary combined identity theft protection and prepaid legal services benefit which covers the entire family for \$12 per bi-weekly pay period.

529 COLLEGE SAVINGS PLAN - Eagle provides access to the John Hancock Freedom 529 College Savings Plan with payroll deduction. By taking advantage of the John Hancock 529 plan there are no brokerage commissions or fees. Earnings grow free of federal tax if ultimately used for higher education expenses.

FLEX PROGRAM - There are two programs available that allow people to pay for medical and child care expenses with pre-tax dollars. Each of these programs have specific dollar limits imposed by the IRS: Health Care Reimbursement - \$2,6000 annual maximum and Dependent Care Assistance - \$5,000 head of household or married filing jointly and \$2,500 married filing separately annual maximum.

EMPLOYEE ASSISTANCE PROGRAM - Eagle offers up to 5 counseling sessions through an independent psychological practice for each employee and dependent family member living in their household. All visits are completely confidential.

LONG TERM CARE INSURANCE – This benefit is offered through UnumProvident and provides employees and eligible family members with low-cost LTC insurance at Eagle’s group rates. Employees are eligible for up to \$6K in benefit for up to 6 years as a guarantee issue, with no medical questions asked. Because LTC insurance has many benefit variables, cost is tailored to an individual’s benefit selection and age.

PAID LEAVE TIME (PLT) – Eagle provides paid leave time after an employee’s first 520 hours worked, then PLT is accrued at 10 days off per year (prorated based on hire date). After 2 full-time equivalent years of employment, employees accrue at a level of 15 days off per year through their 4th year. In years 5+ employees accrue at 20 days off per year. In addition, employees may carry over PLT from one year to the next, and amounts may be “sold back” each November for cash. Paid Leave Time is counted in hour increments and available to use after 90 days of employment.

HOLIDAYS - Eagle provides accrual of up to 7 paid holidays to each employee: New Year’s Day, Good Friday, Memorial Day, Independence Day, Labor Day, Thanksgiving and Christmas.

JURY DUTY - Eagle pays for up to five days of jury duty. Cases lasting longer than 5 days will be evaluated on a case-by-case basis.

BEREAVEMENT PAY - Eagle provides up to 3 days of bereavement pay for the loss of an immediate family member.

CHRISTMAS CLUB SAVINGS AND CREDIT UNION MEMBERSHIP - Through membership in the HealthShare Care Credit Union, employees can set aside a certain amount of money through payroll deductions to save for Christmas. They are also entitled to participate in all benefits of the Credit Union.

www.eaglemds.com

This document was created with Win2PDF available at <http://www.win2pdf.com>.
The unregistered version of Win2PDF is for evaluation or non-commercial use only.
This page will not be added after purchasing Win2PDF.