

THE BEST-KEPT SECRET IN THE TRIAD!

EAGLE PHYSICIANS AND ASSOCIATES, PA

Full-Time Support Staff Employee Benefits Package for 7-1-24 through 6-30-25

Subject to change from time to time.

MEDICAL & PRESCRIPTION – Two month waiting period.

- **Traditional Co-Pay Plan:** Eagle Physicians visits have a \$20 co-pay, THN primary care \$35 co-pay and THN specialist \$50 co-pay and care outside of these, but within the MedCost Network has a \$1,250 individual deductible and \$3,750 family deductible. After the deductible is met, eligible medical expenses are paid at 80% by the plan. Prescriptions are paid 70% by the plan and 30% by the participant. Specialty medications have a \$1,000 copay. Bi-weekly employee payroll deduction costs are:
 - Employee Only: \$40
 - Employee + Spouse: \$275 (\$325 with surcharge if working spouse has access to employer insurance)
 - Employee + Children: \$200
 - Full Family: \$350 (\$400 with surcharge if working spouse has access to employer insurance)
- **High Deductible Health Plan:** Participant pays all expenses for medical and prescription up to the \$3,200 individual deductible and \$6,400 family deductible. After the deductible is satisfied, the plan pays 90% for visits at Eagle Physicians and 80% of eligible medical expenses incurred with a non-Eagle in network provider. Rx expenses are covered at 80% after deductible is met. Bi-weekly employee payroll deduction premium costs are lower at:
 - Employee Only: \$25
 - Employee + Spouse: \$200 (\$250 with surcharge if working spouse has access to employer insurance)
 - Employee + Children: \$125
 - Full Family: \$250 (\$300 with surcharge if working spouse has access to employer insurance)
 - **Health Savings Account (HSA):** Eagle will open an HSA and contribute \$400 to it annually to help employees with medical and prescription expenses. Employees can contribute more of their own pre-taxed dollars to their HSA account up to the IRS account limit, which is below and can increase by \$1K for individuals aged 55+:
 - Employee Only Health Coverage: \$4,150
 - Employee + Dependent(s) Health Coverage: \$8,300

DENTAL - Two month waiting period. 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. Bi-weekly payroll deduction cost is: Employee only coverage: \$10, EE + spouse = \$20; EE + children = \$30 and full family = \$45.

VISION – Two month waiting period. Community Eye Care, a network of over 600 eye care professionals provides routine vision care with yearly exams for a \$15 co-pay and up to \$160 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 - Two month waiting period. Short-Term Disability supplies employees with 60% of weekly income after a two week elimination period for max benefit of \$1,000 per week and can last for up to 11 weeks. Long-Term Disability picks up when STD ends and also provides 60% of weekly income for a max benefit of up to \$1,500 per week. Rates are individualized and based on employee income.

LIFE INSURANCE – Two month waiting period. A \$50,000 basic life insurance policy is 100% employer paid by Eagle for all employees. Additional, Voluntary Life Insurance can be purchased in increments of \$10K, up to 5 times annual salary to a max of \$250K. Rates are based on age and amount purchased. Dependent life insurance may be elected to cover a spouse in increments of \$5K up to a max of \$50K and child/children coverage can be purchased in units of \$2K up to \$10K per child. Rates for spouse are based on the age of the employee (not spouse) and amount purchased. Child coverage rates are affordable and fixed and cover all children.

401(k) / PROFIT SHARING - Employees are eligible to defer their own money into Eagle's 401(k) plan after two months employed. 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 Discretionary Profit Sharing for a combined total potential of 6% Eagle funded money that goes into each participant's retirement account.

FLEX PROGRAM - Two month waiting period. 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 - \$3,200 annual maximum and Dependent Care Assistance - \$5,000 head of household or married filing jointly and \$2,500 married filing separately annual maximum. Eagle also offers a "limited purpose FSA" for individuals prohibited from the traditional FSA due to enrollment in the Health Savings Account (HSA). Funds in a limited purpose FSA can be used for dental and vision care, not covered by the HSA.

EMPLOYEE ASSISTANCE PROGRAM - Eagle offers up to 10 counseling sessions through an independent psychological practice for each employee and dependent family member living in their household. Spouse and children up to age 18 are qualifying dependents. All visits are completely confidential.

LONG TERM CARE INSURANCE – Two month waiting period. 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 full-time employees paid leave time on the following accrual schedule (prorated based on hire date). Accrual begins on first day employed.

- Year One & Two – Up to 3 weeks (15 paid days) each year
- Years Three, Four, Five and Six – Up to 4 weeks (20 paid days) each year
- Years Seven Plus – Up to 5 weeks (25 days) each 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.

PAID MATERNITY/PATERNITY LEAVE – Eagle provides up to 2 weeks of paid maternity/paternity leave after 1 year employed and 1,250 hours worked for the birth or adoption of a child. Time is pro-rated based on FTE status.

HOLIDAYS - Eagle provides accrual of up to 9 paid holidays to each employee after 30 calendar day of employment for the following holidays: New Year's Day, Martin Luther King Jr. Day, Good Friday, Memorial Day, Independence Day, Labor Day, Thanksgiving, the Day-After 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.

PROFESSIONAL DEVELOPMENT – Eagle reimburses all support staff up to \$300 every 3 years for professional development activities (certifications, study courses, etc.) that related to their Eagle job.

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.

NOTE - Flu vaccine required as condition of employment, if questions, please call Eagle HR.

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