



# BENEFIT ENHANCEMENTS FOR EMPLOYED PHYSICIANS, HOSPITALISTS AND MEDICAL DIRECTORS

July 1, 2020–June 30, 2021

Please refer to the 2020–2021 *Your life — Whole and healthy Benefits and Well-Being Guide* for additional plan details.

## Your benefits:

- Medical Insurance
- Code You Well-Being Program
- Health Savings Account
- Flexible Spending Accounts
- Dental Insurance
- Vision Insurance
- Basic Life Insurance
- Supplemental Life and AD&D Insurance
- Short-Term Disability Insurance
- Supplemental Short-Term Disability Insurance
- Long-Term Disability Insurance
- 401(k) Retirement Savings Plan
- 457(b) Retirement Savings Plan
- Associate Discounts
- Tuition Reimbursement
- Voluntary Benefits
- Employee Assistance Program
- Paid Time Off

We strive to provide comprehensive, affordable and competitive benefits and programs that help you harmonize your mind, body and spirit and support the life-changing work you do each day. In addition to the benefits included in the 2020–2021 *Your Life — Whole and healthy Benefits and Well-Being Guide*, employed physicians, hospitalists and medical directors are eligible for:

## SHORT-TERM DISABILITY INSURANCE

Centura Health automatically provides you with Short-Term Disability (STD) Insurance benefits administered through Unum at no cost to you. STD benefits are designed to help protect your income and provide extra financial security in case you become unable to work due to an illness or injury.

- **Benefit:** 60% of covered compensation
- **Elimination period:** 7 days
- **Benefit duration:** Up to 26 weeks

## SUPPLEMENTAL STD INSURANCE

For additional financial security, Centura Health provides you the option to purchase Supplemental STD Insurance administered through Unum.

- **Benefit:** An additional 10% of covered compensation (no maximum) for a combined STD benefit equal to 70% of covered compensation
- **Elimination period:** 7 days
- **Benefit duration:** Up to 26 weeks

### How to estimate your Supplemental STD Insurance premium per pay period (pre-tax):

1. Multiply your hourly rate x your budgeted hours per pay period.
2. Divide Step 1 by 100.
3. Multiply Step 2 above x \$0.269.

Note: The premium amount changes each January and July as your actual covered compensation is updated based on the previous 26 pay periods.

## LONG-TERM DISABILITY INSURANCE

Centura Health automatically provides you with Long-Term Disability (LTD) Insurance through Unum at no cost to you. LTD Insurance is designed to help you meet your financial needs if your disability extends beyond the STD period. Coverage includes own specialty provision.

- **Benefit:** 60% of covered compensation up to \$15,000 per month
- **Elimination period:** 180 days
- **Benefit duration:** Up to Social Security normal retirement age

Centura Health provides this benefit free of charge to benefits-eligible employed physicians, including hospitalists and medical directors.



## SUPPLEMENTAL LTD INSURANCE

Centura Health has partnered with Unum to provide you the ability to purchase Supplemental Individual Long-Term Disability Insurance on a guaranteed standard issue basis. The program is administered by Lockton and enrollment occurs once a year. This policy has a specialty own occupation definition of disability and a group discount of 15%. The policy is fully portable at same rates, non-cancellable and guaranteed renewable.

- **Benefit eligibility:** At least 20 hours per week and actively at work for the previous 180 days
- **Benefit:** Employer-Paid Base Plan of \$500 with a voluntary buy-up option of up to 75% total compensation up to \$10,000 per month. Enrollment required for both plans.
- **Catastrophic disability benefit:** Available up to \$12,500 per month (not to exceed 100% income replacement)
- **Benefit duration:** Up to age 67 (Mental Nervous Claims covered for entire duration)

For more information or to enroll, please contact Joe Palermo, Lockton Companies at 303-414-6366.

## LEAVE TIME

It is essential to take time off to reconnect with what is most important to you and refuel your spirit. Leave time for associates in a combination physician/medical director role will be based on primary position.

- **Physician and Hospitalist:** Based on provider contract and Physician Time Away policy
- **Medical Director:** Accrue standard PTO (based on 80 hours per pay period)

YEARS OF SERVICE	HOURS ACCRUED PER PAY PERIOD Based on an 80-hour pay period
0-2	8.31
3+	9.85