

BayCare Medical Group

Summary of Total Rewards for Physicians

Effective January 1, 2018

BayCare Mission

BayCare Health System will improve the health of all we serve through community-owned health care services that set the standard for high-quality, compassionate care.

BayCare Vision

BayCare is an extraordinary team leading the way to high-quality care and personalized, customer-centered health.



This document summarizes benefits under the BayCare Health System Physicians Total Rewards Program, but it is not a contract. Full details about the program are provided in legal plan documents and insurance contracts that govern the Plans, and BayCare and BayCare Medical Group policies. If there are differences between this summary and those documents, the legal documents will control. Participation in the Physician Totals Rewards Program does not guarantee employment, nor does it give you the right to claim any benefits not covered by the specific plan documents.

Health and Welfare Benefits: Eligible first of month following 60 days of employment

Medical

BayCare offers three medical options: Choice Share, Choice HSA and the Premium plan. All three plans provide medical coverage through the BayCare Exclusive Provider Network only and cover preventive care at 100%. All lab services must be performed at a BayCare Lab and our prescription network includes CVS and Publix only.

- Choice Share is a traditional medical plan with an annual deductible and co-payments for physician office visit consults and generic prescription medications. Other services are subject to the deductible and a 20% coinsurance.
- Choice HSA combines a comprehensive High Deductible Health Plan (HDHP) with a Health Savings Account (HSA). Once you meet your deductible, you will pay 20% of the cost of care until you meet your deductible. An HSA is an account comprised of your pre-tax contributions and a BayCare contribution that you use to pay for qualified health expenses. Unused funds roll over from year to year and the account is portable.
- The Premium plan provides predictable costs at the point of service with no deductible and low copays and a low out-of-pocket maximum. This higher level of coverage also calls for a higher premiums so be sure to weigh the cost of the plan with the likelihood of you or your family needing care in the coming year.

If you live outside Hillsborough, Pasco, Pinellas or Polk Country, or if you have dependents living outside of the BayCare service area (such as children away at school), all three medical options have an Out-of-Area option for your family or just your dependents that provides coverage through the CIGNA Open Access Plus Network.

Dental

You may elect dental coverage from one of three options: CIGNA Choice Basic, CIGNA Choice Plus or the Sun Life Financial DHMO Plan.

- CIGNA Choice Basic provides preventive and basic service coverage, but has very little coverage for major services and no coverage for orthodontia.
- CIGNA Choice Plus is a full service plan that covers preventive, basic, major and orthodontia services. If this plan isn't chosen when you are first eligible, major services are covered at a reduced rate and there is no coverage for orthodontia for the first 2 years.
- The Sun Life Financial DHMO Plan covers care through a series of copay but has a limited provider network, only offering coverage in the state of Florida.

Vision

Vision care is offered through Superior Vision. This plan provides for corrective vision needs only and covers eye exams, frames, lenses and contacts.

Flexible Spending Accounts

Flexible spending accounts allow you to pay for certain health care expenses and dependent care expenses with pre-tax dollars. You may open one or both accounts and contribute a maximum of \$2,600 to a health care account and \$5,000 to a dependent care account. If you participate in Choice HSA, you may use your compatible Limited Purpose HSA Flexible Spending Account for dental and vision expenses only until you meet your medical plan deductible. After meeting your deductible, it may also be used to pay for medical expense.

Income Replacement: Eligible first of month following 60 days of employment

Eligible Compensation

Compensation for income replacement benefits is defined as income equivalent to that reported in Box 1 of your W-2, based on a 1-year look-back period. Each year, the look-back period will end with the pay that includes September 15.

Life Insurance

Your basic life insurance benefit is equal to one times your base salary and is paid for by BMG. Our supplemental life insurance program allows you to purchase up to four times base salary. Your total basic and supplemental life insurance coverage may not exceed \$1 million. You may also elect spouse and/or child life insurance coverage if applicable.

Accidental Death and Dismemberment

AD&D insurance provides coverage if your death results from accidental causes. It also provides a benefit for certain physical losses that do not result in death. Your basic AD&D insurance benefit is equal to one times your base salary and is paid for by BMG. You may purchase supplemental AD&D coverage from one to five times your base salary, up to \$1 million. You may also elect AD&D coverage for dependents. If you elect dependent coverage, your spouse will be covered for 50 percent of your coverage up to \$250,000, and your child benefit will be \$10,000 (each, if more than one).

Short-term Disability

You are eligible for short term disability the first of the month following 60 days of employment. Coverage is first day for injury, eighth day for illness with a maximum benefit duration of 180 days. You will receive 100 percent of covered pay for the first 90 days, and then 75 percent for the second 90 days. There is no benefit maximum per pay period.

Long-term Disability

You are eligible for long term disability on the first of the month following 60 days of employment. If eligible, long term disability will begin after a 180-day elimination period. Coverage includes specialty own occupation and infectious and contagious disease provisions. If you become disabled, you will receive a benefit equal to 60 percent of your pre-disability earnings, up to a monthly maximum of \$15,000. If eligible, you may apply for up to an additional \$5,000 per month, subject to medical underwriting. If you have a personal policy, there is no integration with the benefit provided by BMG.

Wealth Planning: Eligible immediately

Eligible Compensation

Eligible compensation for wealth planning is based on IRS rules and maximums, and plan documents and are shown below.

BayCare Health System Retirement Plan

The Retirement Plan is a 401(k) savings account that offers both pre-tax (traditional) and post-tax (Roth 401(k)) contributions. You may elect to contribute pre-tax dollars, post-tax dollars, or both. It is important to note that the IRS limits the amount you may contribute to the plan and these limits may change annually. In 2018, your traditional and Roth contributions -- combined -- may not exceed \$18,500 if you are under the age of 50; and, if you are age 50 or older at any time during 2018, you may contribute a maximum of \$24,500, traditional and Roth combined. It is important to note that these IRS limits apply to all of your contributions throughout the years across all employers so it is important that you track how much you have contributed prior to electing your new deferrals.

For every dollar you contribute up to six percent of your pay (traditional and Roth combined) BayCare contributes a match of 50 percent. The match is allocated annually and you must be employed on the last day of the plan year to receive it. The match vests incrementally over five years of service.

In addition, the company contributes two percent to your plan annually regardless of your contribution. You are eligible to receive this allocation after you have completed one year of service during which you have worked at least 1,000 hours. You must be employed on the last day of the plan year to receive this contribution. BayCare contributions will vest incrementally over five years of service.

Your traditional and Roth contributions, the company match and the company core contribution may be invested in any combination of the 26 funds within the plan. You may elect a different investment mix for each account or one investment mix for all money going into the plan.

BayCare Health System 457(b) Deferred Compensation Plan

You may participate in the BayCare 457(b) Deferred Compensation Plan and contribute any amount up to the IRS maximum (\$18,500 in 2018). This is a nonqualified plan. This plan offers the same investment options as the BayCare Health System Retirement Plan. If you terminate employment with BayCare, you will have 90 days after your termination date to elect a distribution option which will be paid to you approximately 120 days after your termination date. Your options include transfer to another 457(b), lump sum distribution, or annual installments over 5, 10 or 15 years.

Professional Benefits – CME *

- A. You will have a \$5,000 CME allowance that can be used for membership fees, conference registrations, travel expense, books and subscriptions. You will be eligible for an additional \$2,500 for additional boards (up to two additional) for a \$10,000 maximum CME allowance. Eligibility requires board recognition under the American Board of Medical Specialties. All Physicians are eligible to supplement their company-provided benefit amount by using pre-tax dollars to “buy up” to a maximum total benefit of \$10,000. Enrollment for the buy up program will occur in December each year effective for January 1 of the following year. Time off for CME is considered Physician Time Off.

Professional Benefits – Other

- Licensure, fees for certifications required for core job duties, and medical staff dues are paid by BMG.
- Professional Liability coverage in the amounts of \$250,000/750,000 will be paid by BMG.

- BayCare Cell Phone and Smart Phone Usage policy (07-0001) provides guidelines for this benefit. Physicians align with the Director level benefit and have the choice to receive Cell Phone Service and/or Data Plan Service through BayCare's group purchasing account or \$45 non-taxable monthly stipend.

Physician Time Off **

Associate Physicians will have 26 days of time off available beginning January 1 of each year to be used for holidays, sick time, vacation, personal time and CME. It is expected that Member Physicians will use this same time allotment as a guideline for self-monitoring their time off. There is no carryover and no cash out; any unused time is forfeited at the end of the year.

Bereavement

Regular full-time and part-time benefit eligible physicians may be eligible for three (3) paid bereavement days for the loss of an immediate family member. Immediate family is defined as parents, siblings, spouse, children, step-parents, step-children, step-siblings, and legal guardians.

Physicians will be compensated their hourly rate paid in bi-weekly payroll for each scheduled work day missed due to bereavement (up to a maximum of 8 hours/day, for a maximum of three (3) days). For additional details, please refer to TR Policy #610.

**CME Allowance expenses must adhere to Physician CME Allowance policy (BMG-AD-113.P) and are subject to the approval of the Medical Director. CME allowance and time off benefits will be subject to proration if date of hire is after January 1, if less than full time, or due to a status change (including promoting from Associate-to-Member) and will be suspended for any terminating physician.*

***Time Off is also defined according to the terms in the Physician Employment Agreements, such that some agreements (e.g., PRN or shift-based formulas) do not have a defined Time Off Benefit.*