

Benefits Overview

Medical Insurance

You have a choice of three medical plans administered by Harvard Pilgrim Health Care: Domestic & Community HMO, HMO Plus and the Tiered POS. Please see the medical plan comparison chart for a summary of benefits for the plans. Please note that prescription drug coverage is provided by CVS Caremark and you will receive a separate ID card if you enroll in an employer-sponsored medical plan.

Dental Insurance

Dental insurance is available through Delta Dental of Massachusetts. We offer you a choice between two PPO Plus Premier plans – High Option and Low Option. Please see the enclosed dental chart for a summary of benefits.

Vision Insurance

Vision insurance is available through EyeMed with a large choice of vision providers.

Flexible Spending Accounts

- **Healthcare Spending Account** – Used to pay for eligible out-of-pocket medical, dental and vision care expenses for yourself and your eligible dependent(s). You may contribute in pre-tax dollars up to \$2,700.
- **Dependent Care Spending Account** – Used to pay for eligible expenses for the care of a dependent child under age 13 or a dependent adult (i.e. preschool, child/elder day care). You may contribute in pre-tax dollars up to \$5,000 per family (subject to IRS testing). **Dependent healthcare expenses are not eligible for reimbursement with this account; those expenses may be covered with a Healthcare FSA.**

Life Insurance

We provide you with Basic Life Insurance up to one times your annual base pay (maximum benefit \$500,000) at no cost to you. For added protection, you may purchase Supplemental Life Insurance for yourself equal to an additional one to five times your base pay up to \$1,750,000. Accidental Death and Dismemberment (AD&D) Insurance and Dependent Life Insurance for your spouse and/or children are also offered.

Salary Continuation

If you are unable to work due to your own illness, injury or combination of illnesses, you may be eligible for paid sick leave in the amount of your regular salary (less amounts received, if any, from Workers' Compensation, or other available disability programs) up to a maximum of eight (8) consecutive weeks once during your residency program. Continuation of salary for occasional absence will be at the discretion of your Program Director. Excessive absences for any reason may prevent you from satisfying the criteria for successful completion of your training program.

Disability Insurance

We provide you with Basic Long-Term Disability (LTD) Insurance coverage equal to 60 percent of your weekly base pay (maximum of \$10,000 monthly benefit, less other disability income benefits), which protects against loss of income if you are ill or disabled.

Lahey Outpatient Pharmacy & BIDMC Retail Pharmacy Benefit

Colleagues and dependents enrolled in one of our medical plans who use the outpatient pharmacies in Burlington and Peabody or the BIDMC retail pharmacy are able to use their CVS Caremark prescription card to pay a small fixed copay for any covered medication.

Colleague Time Away

Time Off Benefits — You receive 15 days of vacation each calendar year, as indicated on your Residency or Fellowship agreement. Weekends and clinic holidays are not charged as vacation time. You must schedule holiday and vacation through the Residency or Fellowship program. You may accumulate vacation time and carry it over from one year to the next to cover a planned absence only with the approval of your Program Director. Vacation time allocated during a partial year will be allocated on a prorated basis. Vacation time must be requested on the Vacation Request for Residents and Fellows Form, available from your Program Director.

Paid Holidays and Personal Days — We observe the following fixed holidays: New Year’s Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day and Christmas Day; you are paid for these holidays whether you are scheduled to work or not. Each Program Director arranges for coverage for hospital and call services during these fixed holidays on a rotating basis. You also receive four (4) float holidays, two (2) of which have been designated as personal days (PD), for a total of 10 paid days off each year. A float and PD are equal to one-fifth a colleague’s regularly scheduled hours. Floats and PDs must be used during the program term or they will be lost.

Colleagues are also given the opportunity to sell one or both of their personal days at open enrollment, or when they become benefit-eligible to defray a portion of their benefit costs. Certain restrictions apply. If PDs are not sold, they must be used by December 31st each year or they will be lost.

Family & Medical Leave (FMLA) — After completing 12 months of employment and having worked at least 1,250 hours in the past 12 months, you may be eligible for up to 12 weeks of job-protected, unpaid leave in a rolling 12-month period. Reasons for leave include birth/care of a child, adoption/foster care, care of an immediate family member with a serious health condition, your own serious health condition, care for an injured service member or a qualifying exigency (up to 26 weeks benefit).

403(b) Retirement Savings Plan

We provide retirement savings through a defined contribution plan. The 403(b) Retirement Savings Plan, administered by Fidelity Investments, allows you to defer taxes on contributions and earnings as you save for your retirement.

Also available is the Roth 403(b) feature which allows you to make after-tax contributions and take any associated earnings completely tax-free at retirement – as long as the distribution is a qualified one.

ADDITIONAL BENEFITS

Adoption Reimbursement — We provide reimbursement for your eligible adoption-related expenses, up to \$6,000 per child.

Employee Assistance Program (EAP) — Our EAP, through GuidanceResources®, delivers confidential support, resources and information for personal and work-life issues.

Legal Plan — You can elect to participate in the MetLaw Legal Plan administered by Hyatt Legal Plans, a MetLife® Company. You’ll have access to a network of attorneys who provide a wide array of legal services for you, your spouse and/or your eligible dependent children.

License Fees* — Initial and renewal fees for limited Massachusetts medical registration are paid or \$100 reimbursement towards the cost of a full Massachusetts medical license.

Malpractice Insurance — We provide malpractice insurance. Coverage is extended for professional services of a medical nature performed anywhere in the world, while acting within the scope of your professional responsibilities for the organization, provided the original suit is brought in the USA, its territories or possessions, Canada or Bermuda.

METPAY — MetLife’s Auto & Home METPAY program offers a personal property insurance program that allows colleagues to obtain auto, home, boat and renter’s insurance at a discounted rate. Enrollment in the METPAY program allows you to pay for your insurance(s) through convenient payroll deductions.

Pet Insurance — You may purchase pet insurance coverage through Veterinary Pet Insurance (VPI) at a discount.

Travel Accident Insurance — We provide a travel accident insurance policy with limits up to \$500,000. This coverage is for accidental death or dismemberment while away on any company business anywhere in the world.