

January 1, 2019

### **Professional Fees Paid**

**Professional Licenses** – Washington State License Medical and Narcotic Licenses

**Professional Liability** – Malpractice Tail insurance also covered

**Combined Medical Staff Privileges** – Providence Everett Medical Center/Swedish Edmonds dues (if applicable)

**Medical and Dental Insurance** – The Clinic offers a choice of three self-insured medical plans (EPO, PPO, and High Deductible Health Plan) and one dental plan. The Clinic contributes a set dollar amount towards the cost of the benefits selected under the plan.

**Eligibility:** .50 FTE or greater **Effective:** First of the month following one month of service

**Vision Plan** – The Clinic offers a voluntary vision plan to employees maintaining .50 FTE or greater.

**Eligibility:** .50 FTE or greater **Effective:** First of the month following one month of service

**Health Savings Account** – Eligible physicians who enroll in the High Deductible Health Plan can open and make contributions to this tax favored account. TEC also makes contributions to eligible physician accounts (\$600 per year for physician/\$1,200 per year for physician + dependents). Funds can be used tax free for qualified health care expenses. **Eligibility:** .50 FTE or greater **Effective:** First of the month following one month of service

**Flexible Spending Account** – If participating in the EPO or PPO Health Plans, Physicians may set aside before-tax dollars of up to \$2,650 to pay for qualifying out-of-pocket health care expenses. This benefit is administered through the Flexible Benefit Plan. **Eligibility:** .50 FTE or greater **Effective:** First of the month following one month of service

**Limited Purpose Flexible Spending Account** – If participating in the HDHP, Physicians may set aside before-tax dollars up to \$2,650 for dental or vision expenses not able to be paid out of the Health Savings Account.

**Dependent Care Assistance Plan** – Physicians may set aside before-tax dollars of up to \$1,750 **Eligibility:** .50 FTE or greater **Effective:** First of the month following one month of service

**Wellness Program** – The purpose of the program is to promote the overall wellness of TEC staff members by providing tools and resources to help make healthy lifestyle decisions and choices. **Eligibility:** .50 FTE or greater **Effective:** First of the month following date of hire

**Healthy You Program** – To encourage healthy behaviors, TEC requires physicians to participate in the Wellness Program and preventive care to receive the highest level of funding from the company. **Eligibility:** .50 FTE or greater **Effective:** First of the month following one month of service

**Employee Assistance Plan (EAP)** – The EAP staff is available 24 hours a day, 365 days a year, for counseling, consultation, appointment scheduling and referrals. Also available are work life, legal, financial, identify theft and fraud resolution services. **Effective:** Date of hire

**Benefit Advocacy Services** – A comprehensive program of support for physicians, retirees and their families struggling with complicated medical and benefits questions. **Effective:** Date of hire

**Short-Term Disability** – After 2 weeks of continuous disability, the physician becomes eligible for short-term disability benefits.

Days 1 –14: no compensation

Days 15-180: compensation of 60% of salary up to a maximum of \$1,750 per week. Physician is eligible to buy additional coverage that would provide compensation up to 70% of salary up to a maximum of \$2,000 in compensation per week.

**Eligibility:** .50 FTE or greater **Effective:** First of the month following one month of service

**Long-Term Disability Insurance** – After being medically disabled for 180 days, the physician is entitled to 50% of his/her salary up to a maximum of \$12,500 per month. Physician is eligible to buy additional coverage that would provide 60% of his/her salary up to a maximum of \$15,000 per month. Benefit amount is based on average monthly earnings from previous year. **Eligibility:** .75 FTE or greater **Effective:** First of the month following one month of service

**Life Insurance** – The Clinic provides life insurance for the physician equal to 1x of the physician's salary, up to a maximum of \$500,000. **Eligibility:** .75 FTE or greater **Effective:** First of the month following one month of service

**Accidental Death and Dismemberment Insurance** – The Clinic provides coverage for the physician equal to 1x of the physician's salary, up to \$500,000.

**Eligibility:** .75 FTE or greater **Effective:** First of the month following one month of service

**Supplemental Life Insurance** – Physicians may purchase additional group life insurance up to \$1,000,000. Physicians must be covered on Life/AD&D to be eligible to apply and maintain supplemental life insurance.

**Eligibility:** .75 FTE or greater **Effective:** First of the month following one month of service

**Supplemental AD&D Insurance** – Physicians may purchase additional AD&D insurance up to \$1,000,000.

**Eligibility:** .50 FTE or greater **Effective:** First of the month following one month of service

**Accident Injury** – Accident insurance helps you handle the medical and out-of-pocket costs that add up after an accidental injury. **Eligibility:** .75 FTE or greater **Effective:** First of the month following one month of service

**Critical Illness** – Critical illness insurance complements your major medical coverage by providing a lump-sum benefit if you are diagnosed with a covered critical illness. **Eligibility:** .75 FTE or greater **Effective:** First of the month following one month of service

**Identity Theft Protection** – Four different coverage levels to choose from offering identity theft insurance, identity monitoring and alerts, identity restoration assistance, and more. **Eligibility:** .75 FTE or greater **Effective:** First of the month following one month of service

**Pre-Paid Legal** – Includes a low-cost array of legal services including wills and estate planning, real estate matters, document preparation, consumer protection and more. **Eligibility:** .75 FTE or greater **Effective:** First of the month following one month of service

**Pet Insurance** – Provides a financial safety net for unexpected veterinary expenses. **Eligibility:** .75 FTE or greater **Effective:** First of the month following one month of service

### **Vacation, Leave and Education**

- **New Provisional Providers- first 2 years**
  - 5 weeks combined vacation/CME
- **New Partner**
  - 3-10 years: 6 weeks combined vacation/CME
  - 11-20 years: 7 weeks combined vacation/CME
  - 21+ years: 8 weeks combined vacation/CME

- **Holidays** – Clinic observed holidays are: New Year's Day, Memorial Day, July 4th, Labor Day, Thanksgiving and Christmas.
- **Education Allowance** to be used for travel expenses, registration and other expenses related to continuing medical education, professional dues, subscriptions to medical journals, medical publications.
  - Non-partner physician: \$3,000 per year; prorated if less than 1.0 FTE
  - Partner physician: \$4,000 per year; prorated if less than 1.0 FTE
- **Board Certification Exams** - Costs associated with taking required Board examinations (either initial or recertification) and related travel costs are paid by the Clinic. Expenses related to preparation for Board Certification Exams may be paid from the physician's Education Allowance.

## **Retirement Savings**

- **401(k) Savings Plan**

Physician is eligible to participate in the 401(k) Savings Plan immediately and must elect if they wish to participate. The Clinic matches 50% of the physician's contribution up to a maximum of 6% of eligible compensation, subject to IRS limits. For example, if you put in 6% of salary, the Clinic will match 3% into your 401(k) plan. If you put in 10%, the Clinic will still put in 3%. Note: Clinic match begins after 1 year of employment. There is also a 4-year vesting schedule for those match dollars. For example, if you stay for 3 years, you get 75% of the match the Clinic has paid to you.

- **Non-Qualified Deferred Compensation Plan (NQDC)**

Physicians with an annual salary equal to or greater than \$150,000 can enroll in the NQDC plan allowing them to save for retirement on a pre-tax basis. They can defer a percentage or flat dollar amount each year. Eligible teammates may enroll in the NQDC plan within the first 30 days of employment or eligible status change. The NQDCP provides you with the opportunity to save for retirement on a pretax basis. You may elect to defer a percent or flat dollar amount (per plan guidelines) of your base salary and/or bonuses. Elections are annual and irrevocable. To check eligibility requirements and additional plan details, review the Plan Highlights located on TEC's Intranet.