

PHC & Me



create a unique experience

2017 Benefits at a Glance

Piedmont Employees

PHC & Me is Piedmont's one-of-a-kind Total Rewards program that touches every aspect of your life and helps you create a unique experience – a rewarding career – that you won't find anywhere else.

HEALTH BENEFITS

MyHealth360 – Medical & Prescription Drug Plan

Piedmont offers its **MyHealth360 medical and prescription drug (Rx) plan** to eligible part-time and full-time employees, and its **PRN MyHealth360 medical and Rx plan** to all PRN staff members. *MyHealth360* is managed by Cigna, and for full- and part-time employees, coverage begins the first day of the month following 30 days of employment. For PRN employees, coverage begins the first day of the month following 30 days of your enrollment date with Human Resources. Enrollment in the plans includes a Healthy Incentive Account (HIA), in which employees can earn dollars for participating in specific wellness activities throughout the year. HIA funds may be used to pay for out-of-pocket medical, dental, vision and prescription drug expenses for the enrolled member and all covered dependents. For 2017, if you elect Employee Only medical coverage, you can earn up to \$750 in your HIA. For all other coverage levels, you and enrolled spouse/domestic partner can earn up to \$1,500. Unused HIA dollars (up to two times your Tier One annual deductible) roll over year after year—allowing you to build your account balance.

MyHealth360 Premiums & Tobacco Surcharge

2017 Bi-Weekly Premiums by Coverage level								
Plan	Employee Only		Employee + Child(ren)		Employee + Spouse/ Domestic Partner		Family	
	FT	PT	FT	PT	FT	PT	FT	PT
MyHealth360 Medical/Rx	\$51.57	\$113.46	\$116.03	\$295.00	\$193.39	\$482.22	\$232.07	\$540.93
MetLife Dental PPO	\$10.62	\$21.23	\$18.93	\$37.86	\$20.32	\$40.65	\$29.09	\$58.17
MetLife Dental MAC	\$4.03	\$8.06	\$11.11	\$22.22	\$7.87	\$15.74	\$16.26	\$32.52
EyeMed Vision	\$3.77		\$7.49		\$7.30		\$9.92	
EyeMed EyePrefer Vision	\$7.85		\$15.59		\$15.19		\$20.66	
Tobacco Surcharge	\$33.00		\$33.00		\$45.00		\$78.00	

Full-time employees are those scheduled to work at least 64 hours per pay period; part-time employees are those scheduled to work at least 32 hours per pay period.

2017 PRN MyHealth360 Monthly Premiums By Coverage Level			
Employee Only	Employee + Child(ren)	Employee + Spouse/ Domestic Partner	Family
\$548.21	\$986.79	\$1,206.08	\$1,644.65

MetLife Dental Plans

Piedmont offers eligible full- and part-time employees **two dental plans through MetLife: a PPO or a MAC plan**. Coverage begins the first day of the month following 30 days of employment.

EyeMed Vision Plans

We offer eligible full- and part-time employees the **EyeMed Vision Care Plan and the Eye Med EyePrefer option** that help pay for eye exams, eyeglasses and contact lenses. Coverage begins the first day of the month following 30 days of employment.

INCENTIVE PLANS

Piedmont's Incentive Plans **financially reward employees** for working together to achieve better **Quality, Safety, Service; Talent; and Stewardship** (financial) results. All full-time, part-time and PRN employees are eligible to participate in the Piedmont Incentive Plans. Employees at *Piedmont Career Pathways* levels 1-7 participate in the **Quarterly Incentive Plan** (QIP); those with at least one (1) month of active employment during the performance quarter and who are employed by Piedmont on the actual award payout date are eligible to receive QIP awards. Full-time, part-time and PRN employees at *Piedmont Career Pathways* levels 8 and above participate in the **Annual Incentive Plan** (AIP); those with at least three (3) months of active employment during the fiscal year and who are employed by Piedmont on the actual award payout date are eligible to receive an AIP award.

RETIREMENT PLAN

401(K) TomorrowPlan

Piedmont's market leading retirement plan is funded through pre-tax employee contributions through bi-weekly payroll deductions to the **401(k) TomorrowPlan** (contributions are 100% vested) and Piedmont matching contributions. **Piedmont's matches employee contributions up to 6%**. Employees have the option to make contributions to their retirement account on a pre-tax or after-tax (Roth) basis. A match "true-up" ensures that employees receive the full Piedmont match they're eligible to receive - regardless of their savings patterns. New hires are automatically enrolled at a 3% contribution rate – and can increase or decrease that amount, or opt out of the plan at any time. Employees are eligible to receive Piedmont matching contributions after one year of employment and 1,000 hours worked. For 2017, you can make up to \$18,000 in combined pre-tax after-tax contributions to your 401(k) *TomorrowPlan*. If you are age 50 or over at any point in 2017, you can make up to \$6,000 in additional catch-up contributions (to total \$24,000).

BENEFITS PROVIDED BY PIEDMONT AT NO COST TO YOU

Paid Time Off (PTO)

Employees accrue PTO hours to use for **paid vacation, holidays, sick or personal time away** from work. PTO accruals are based on your years of service and Piedmont Career Pathways career level, and hours worked.

Maternity Disability Leave

Our market-leading maternity disability leave benefit coordinates with the company-provided short-term disability benefit to **provide new mothers 100% income replacement** for the disability period after the birth of a child.

Adoption Assistance

Piedmont's adoption assistance benefit helps employees and their families with certain legal fees, travel expenses, and other expenses related to the adoption process. You can receive **up to \$5,000 per adopted child, up to a lifetime maximum of \$10,000**. Employees are eligible for Adoption Assistance after one full year of employment and 1,000 hours worked.

Short-Term Disability (STD)

STD insurance is a fully-paid benefit that provides eligible full- and part-time employees with a **60% level of income protection** in the event they miss work for an extended period of time due to a medically certified injury or illness.

Long-Term Disability (LTD)

LTD insurance is a fully-paid benefit that provides full-time employees with a **50% level of income protection** once STD coverage ends. Employees have an opportunity to purchase an additional 10% of LTD coverage to increase their income protection to 60%.

Basic Life and Accidental Death & Dismemberment (AD&D)

Basic Life and AD&D insurance is provided at no cost to full-time and part-time eligible employees. The amount of coverage is **1.5 times your annual base salary for Basic Life insurance and an additional 1.5 times your base salary for AD&D insurance to a maximum of \$500,000**.

WELLNESS AND WORKLIFE BENEFITS

Piedmont Fitness Center Discounts

Four of our seven hospitals have **professionally-staffed and fully-equipped fitness centers -- available to employees at a discounted rate**. Many of our locations that do not have full fitness centers offer smaller fitness hubs that employees may access.

Activity Tracker

As part of our comprehensive Wellness program, after six months of employment, Piedmont provides all full- and part-time employees with a **company-paid activity tracking device**. In addition to helping our employees achieve a more active and informed lifestyle, these devices connect employees to our growing Wellness community and activity challenges – regardless of where they live or work. In addition, they enable MyHealth360 medical plan participants to more easily earn Healthy Incentive Account (HIA) credits by tracking their steps, sleep and nutrition. Participation is voluntary.

Benefits for Working Caregivers

Through Bright Horizons®, a national provider of early education and preschools, employer-sponsored child care, back-up care and other work/life solutions, **Piedmont offers the following services to working parents, grandparents and other caregivers:**

Back-Up Care Advantage Program

For peace of mind in times when your regular care arrangements fall through, the Back-Up Care Advantage Program® provides affordable and reliable alternative child, adult and elder care in your home or at a Bright Horizons child care center.

Care Direct

Provides access to an online database of child, elder and pet caregivers, tutoring and housekeeping services.

Priority Access

Provides priority placement at Bright Horizons child care centers.

College Coach

Provides educational and college advising services.

Mobile Wellness Portal & Application

Piedmont's new mobile wellness portal and application (powered by industry leader Jiff) launches in January 2017. From **encouraging the healthy behaviors, to recommending innovative wellness programs tailored to individual goals**, the portal and app empower MyHealth360 medical plan members to better manage their health and earn Healthy Incentive Account credits to **offset out-of-pocket healthcare expenses**.

Employee Assistant Program (EAP)

Available to all Piedmont employees (full-time, part-time and PRN) and your eligible dependents, the EAP is a **free and confidential** service administered by Cigna Behavioral Health. The EAP provides in-person and telephonic **assessment, counseling, referral and follow-up for all types of behavioral health issues**, including: adoption, childcare and parenting, domestic violence, family and marital counseling, etc. Through the EAP, you and each of your household members are eligible for up to eight visits per issue, per member, per year.

OTHER BENEFITS

Flexible Spending Accounts (FSA)

We offer both **Healthcare and Dependent Day Care FSAs** that save you money by letting you set aside pre-tax dollars from your bi-weekly pay to use to pay for eligible out-of-pocket medical, dental, vision, prescription drug and dependent day care expenses for you and your dependents – regardless of whether or not you are enrolled in Piedmont's medical/Rx plan. For 2017, **you can contribute between \$100 and \$2,600 into a Healthcare FSA** and between **\$100 and \$5,000 into a Dependent Day Care FSA**. You can roll up to \$500 in unused Healthcare FSA funds from 2017 to 2018. Unused Dependent Day Care FSA dollars cannot be rolled from one plan year to the next.

Education Assistance

Piedmont offers tuition reimbursement for the successful completion of pre-approved coursework that aligns with employees' professional development plans. Coursework **must be part of a certified degree program** towards an Associates, Bachelors, or Masters, PhD or equivalent. Each calendar year, full-time employees are eligible to receive up to **\$2,500** in assistance and part-time employees are eligible to receive up to **\$1,500**.

VOLUNTARY BENEFITS & MORE

- **Optional Life Insurance** - Employees may choose to purchase additional Life Insurance up to four times their annual base pay to a maximum of \$600,000.
- **Whole Life Insurance**
- **Accident Insurance**
- **Critical Illness Insurance**
- **Hospital Insurance**
- **Employee Sharing Club**
- **Spouse and dependent life insurance**
- **Free parking**
- **Employee Health & Safety**
- **Bereavement & Jury Duty Pay**
- **Recognition & Service Awards Program**
- **Credit Union** – Visit piedmontplus.org
- **Sixty Plus Older Adult Services**

Visit MyHealth360enroll.com for more information on our comprehensive benefits offerings.

All plans are subject to eligibility rules and governed by applicable plan documents.