

PHC & Me



2020 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

Medical & Prescription Drug Plans

Piedmont offers **two medical and prescription drug (Rx) plans through Cigna, the Piedmont Choice + HIA Plan and the Piedmont Exclusive Plan**, to eligible full-time, part-time employees, and PRN employees. 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 into the Piedmont Choice + HIA Plan 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 eligible out-of-pocket medical, dental, vision and prescription drug expenses for the enrolled member and dependents. Unused HIA dollars roll over year after year—allowing you to build your account balance.

MetLife Dental Plans

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

EyeMed Vision Plans

Piedmont offers **two vision plans through Eyemed, the Eyemed Vision Plan and the Eyemed Eyeprefer Plan**, to eligible part-time and full-time employees to help pay for eye exams, eyeglasses and contact lenses. Coverage begins the first day of the month following 30 days of employment.

Health Plan Premiums & Tobacco Surcharge

2020 Bi-Weekly Premiums by Coverage Level								
Plan Name	Employee Only		Employee + Child(ren)		Employee + Spouse/ Domestic Partner		Family	
	FT	PT	FT	PT	FT	PT	FT	PT
Piedmont Exclusive Plan	\$46.56	\$93.09	\$116.27	\$232.53	\$202.14	\$404.27	\$244.78	\$489.55
Piedmont Choice + HIA Plan	\$67.32	\$134.63	\$137.04	\$274.07	\$227.06	\$454.12	\$269.70	\$539.40
MetLife Dental MAC	\$4.05	\$8.11	\$11.18	\$22.37	\$7.92	\$15.85	\$16.37	\$32.74
MetLife Dental PPO	\$10.69	\$21.39	\$19.07	\$38.14	\$20.48	\$40.96	\$29.30	\$58.61
EyeMed Vision	\$3.53		\$7.02		\$6.84		\$9.29	
EyeMed EyePrefer Vision	\$7.35		\$14.60		\$14.23		\$19.34	
Tobacco Surcharge (Medical)	\$50.00		\$50.00		\$75.00		\$100.00	

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.

2020 PRN Monthly Premiums By Coverage Level

Plan Name	Employee Only	Employee + Child(ren)	Employee + Spouse/ Domestic Partner	Family
Piedmont Exclusive Plan	\$666.94	\$1,467.26	\$1,200.48	\$2,000.81
Piedmont Choice + HIA Plan	\$624.24	\$1,373.31	\$1,123.61	\$1,872.70

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 **Staff Incentive Plan** (SIP); 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 SIP awards. Full-time, part-time and PRN employees at *Piedmont Career Pathways* levels 8 and above participate in the **Management Incentive Plan** (MIP); 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 MIP award.

RETIREMENT PLAN

401(K) TomorrowPlan

Piedmont's market leading retirement plan is funded through pre-tax and after-tax employee contributions through bi-weekly payroll deductions to the **401(k) TomorrowPlan** (contributions are 100% vested) and Piedmont matching contributions. Employees have the option to contribute to their retirement account on a pre-tax, Roth, or after-tax basis. **Piedmont's matches employee pre-tax and Roth contributions up to 6%** (after-tax contributions are not match-eligible). Piedmont also offers a match "true-up" that ensures employees receive the full Piedmont match they're eligible for, based on earnings and contributions made after meeting match-eligibility. New hires are automatically enrolled at a 3% pre-tax 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 2020, you can make up to \$19,500 in combined pre-tax after-tax contributions to your 401(k) *TomorrowPlan*. If you are age 50 or over at any point in 2020, you can make up to \$6,500 in additional catch-up contributions (to total \$26,000).

In addition to the contributions listed above, there are two savings features that target those who have met the annual IRS contribution limit (\$19,500 or \$26,000 if over age 50 for 2020). Employees can contribute an additional \$20,400 as a voluntary after-tax contribution and then elect in-plan Roth conversions. These features combined will allow you to increase Roth savings, and thereby, avoid taxes on future earnings.

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 an FTE of .80 or higher) 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 hospitals within our Piedmont family 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.

Benefits for Working Caregivers

Through Bright Horizons, a national provider of early education and preschools, employer-sponsored childcare, 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.

College Coach

Provides educational and college advising services.

Special Needs Program

Provides resources to help your child who struggles with emotional, behavioral, developmental, learning or attention challenges to succeed academically and beyond. Bright Horizons' intelligent online platform gives employees the exact tools and resources needed to feel a greater sense of confidence and control, including expert webinars, e-guides, advice for all phases of the education journey, templates for key communications with schools and other agencies, step-by-step guidance and more.

Mobile Wellness Portal & Application

Piedmont's mobile wellness portal and application, powered by industry leader Castlight, connects employees to an integrated platform, connecting the dots to all of Piedmont's benefits and wellness offerings. From **encouraging the healthy behaviors, to recommending innovative wellness programs tailored to individual goals,** the portal and app empower Piedmont's medical plan members to better manage their health and contribute to improving overall wellbeing.

Employee Assistance 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. Additional services

offered through the EAP also include Identity Theft Protection, Will Preparation services, Travel Emergency services, and more.

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 2020, **you can contribute between \$100 and \$2,750 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 2020 to 2021; unused Dependent Day Care FSA dollars cannot be rolled from one 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 Indemnity Insurance**
- **Purchasing Power**
- **Hello Heart Program**
- **2Morrow Health Program**
- **Omada Health Program**
- **Employee Sharing Club**
- **Spouse and dependent life insurance**
- **Free parking**
- **Employee Health & Safety**
- **Annual Flu Immunizations**
- **Bereavement & Jury Duty Pay**
- **Recognition & Service Awards Program**
- **Credit Union**
- **Sixty Plus Older Adult Services**
- **Employee Discount Program**

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