

# OrthoCarolina

## BENEFITS SUMMARY SHEET

This is a brief description of OrthoCarolina’s comprehensive benefits package for eligible employees. The intent of this sheet is to provide a high level summary of benefits. It does not provide a full description and is not a guarantee of benefits. For additional information, please contact Human Resources.

BENEFIT	DESCRIPTION	EMPLOYER CONTRIBUTION
<b>Medical Insurance<sup>1</sup></b> <b>(including prescription coverage)</b>	<ul style="list-style-type: none"> <li>• Cigna Platinum Consumer Driven Health Plan - Health Savings Account (HSA)</li> <li>• Cigna Silver Consumer Driven Health Plan - Health Savings Account (HSA)</li> </ul>	<ul style="list-style-type: none"> <li>• Employer shares in cost of premiums<sup>2</sup></li> <li>• Employer provide HSA Seed Funds</li> </ul>
<b>Dental Coverage</b>	Delta Dental DPO <ul style="list-style-type: none"> <li>• PPO &amp; Premier Networks</li> </ul>	Employer shares in the cost of premiums <sup>2</sup>
<b>Vision Coverage</b>	<ul style="list-style-type: none"> <li>• VSP Basic Vision Plan</li> <li>• VSP Vision Buy-Up Plan</li> </ul>	N/A
<b>Flexible Spending Accounts (FSA)</b>	Limited Flexible Spending Account Dependent Care Spending Account	N/A
<b>Voluntary Benefits</b>	<ul style="list-style-type: none"> <li>• Critical Illness</li> <li>• Accident Insurance</li> <li>• Indemnity Supplemental</li> <li>• Liberty Mutual Auto &amp; Home</li> <li>• YMCA Corporate Discounts (select locations)</li> </ul>	N/A
<b>Wellness Program</b>	Award winning wellness program including discounted Fitbits, fitness challenges and lunch & learns.	For employees enrolled in one of the Cigna plans, you can earn a premium credit and HSA wellness dollars.
<b>Life Insurance</b>	OC provides life insurance coverage for eligible employees at two times the employee’s salary with an additional two times salary for accidental death and dismemberment.	100%
<b>Disability Insurance</b>	Core short- and long- term disability benefit provides 60% of monthly salary.	100%
<b>Deferred Compensation Plan</b>	Pre-tax or Roth payroll deductions to a 401(k) administered account with multiple investment options.	Non-Discretionary Safe Harbor Contribution Discretionary Profit Sharing contribution

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<b>Holidays</b>	OC recognizes 8 paid holidays per year including one ½ day floating holiday.	100%
<b>Employee Assistance Program (EAP)</b>	Confidential service available 24/7 that provides assessment, counseling, and resources to help employees resolve personal issues; also provides referral for a variety of issues.	100%
<b>Tuition Reimbursement</b>	Tuition reimbursement upon completion of college course and receipt of grades.	Up to \$2,500 each fiscal year
<b>Truliant Federal Credit Union Sharonview Federal Credit Union</b>	All employees are eligible for membership.	
<b>Discounts</b>	Discounts for Cell Phone services; Sprint, ATT and Verizon	Discounts vary

<sup>1</sup>OrthoCarolina offers all regular (full-time and part-time) comprehensive health care coverage. Employees can choose between two affordable health plan options and may cover eligible dependents.

<sup>2</sup>Based upon employees who are scheduled to work at least 20 hours per week.