Compensation and Paid Time Off

Salary  Resident & fellow salaries for the 2023-2024 academic year are:

<table>
<thead>
<tr>
<th>Tier</th>
<th>Salary</th>
</tr>
</thead>
<tbody>
<tr>
<td>PG1-$68,000</td>
<td>PG3-$74,000</td>
</tr>
<tr>
<td>PG2-$71,000</td>
<td>PG4-$77,000</td>
</tr>
<tr>
<td>Chief Resident Internal Medicine, Pediatrics Only</td>
<td>$92,000</td>
</tr>
</tbody>
</table>

Chief Resident Internal Medicine, Pediatrics Only - $92,000

Paid Time Off (PTO)  Residents/fellows receive 4 weeks paid vacation and 5 days of sick time during each one-year appointment.

Educational Leave  Educational leave is granted for professional and educational meetings at the discretion of the Program Director. The leave is not deducted from your vacation time. Financial support is provided to residents and fellows who present their research work at professional meetings.

Professional Liability Insurance and Licensure

Professional Liability Insurance  Through the Baystate Health Insurance Company, Ltd. (BHIC), a self-insured professional liability program, Baystate provides professional liability insurance to all residents and fellows. This coverage includes legal representation for claims related to your professional activities during employment, in the amounts of $3,000,000 per occurrence and $15,000,000 in the aggregate. A purchased umbrella policy provides additional coverage up to a maximum of $20,000,000. This program includes “tail coverage” for claims made after you leave employment at Baystate Health.

License Fees  Baystate Health covers the cost for a Massachusetts limited medical license.

Health Insurance Benefits

These benefits become effective on your date of hire. Choose individual, employee + child, employee + spouse, or family coverage.

Medical Insurance  Baystate contributes significantly to the cost of the medical insurance plans. Through Health New England (HNE), Baystate offers three medical plans, the Advantage Plus PPO Medical Plan, Advantage Plus HMO Medical Plan and the HSA Medical Plan. A spousal surcharge is added to the cost of the team member paycheck contribution if your covered spouse is eligible for coverage through his/her employer. The surcharge can be waived if certain circumstances apply.

The Advantage Plus PPO medical plan is a Preferred Provider Organization (PPO) plan. This plan charges the highest bi-weekly premiums of all three plans, however there is no deductible for services in the Baystate/Baycare network and out-of-pocket expenses across all network tiers is generally less, compared to the HSA plan. Services and prescriptions do have copays and coinsurance, but many services within the Baystate and Baycare network tier have no copay.

The Advantage Plus HMO medical plan is a Health Maintenance Organization (HMO) plan. In this plan, your bi-weekly premium charge is about 20% less than the Baystate Advantage Plus PPO Medical Plan, however the HMO plan only covers services in the Baystate/Baycare and HNE network tiers except emergency care and services that are not available in-network (requires pre-approval). The plan requires that you designate a Primary Care Provider (PCP), however unlike many other HMO plans, this plan does not require a referral from your PCP in order to see a specialist. Deductibles and copays in the covered tiers are the same as the Advantage Plus PPO Medical Plan.

The HSA medical plan is a high deductible health plan with a Health Savings Account. The plan charges the least amount of bi-weekly premiums of all three plans, however you will pay 100% of your medical/pharmacy costs (excluding covered preventative services), until your deductible is met. By contributing to a Health Savings Account, you can set aside pre-tax dollars (up to $3,850 per year for individuals and up to $7,750 for families) to pay for qualifying medical expenses during the plan year and in the future. Baystate helps to fund your HSA by contributing $400 annually for individual coverage and $800 annually for all other coverage levels. HSA funds rollover from year to year and the money is yours to use, save, invest, and ultimately pay for medical expenses and premiums in retirement.

For further information on how to select the right medical plan for you, visit The Hub>Quick Links>Benefits>Medical Insurance

All Medical Plans Include:

- Preventive care services covered at 100% - no deductible or copay for these services obtained in-network.
- Pharmacy prescription drug coverage.
- Access to telemedicine, medical and behavioral health services through Teladoc. Doctors and clinicians are available 24×7×365 by phone, online video or mobile app.
- Network tiers: You can save on your out-of-pocket health care costs if you select services within the Baystate Health and Baycare provider networks.
- A limit to the amount you have to pay out-of-pocket. This out-of-pocket maximum limits the amount you pay in deductible, copayment and coinsurance costs before the plan begins paying 100% of covered medical expenses.
Health Insurance Benefits continued

Dental Insurance  The plans include preventive care as well as basic and major restorative care. The Value Plan provides coverage of up to $1,000 per person per calendar year. The Choice Plan provides coverage of up to $2,000 per person per calendar year and orthodontia coverage.

Vision Insurance  Available for purchase to cover eye exams, glasses, contact lenses, & discounts for laser vision correction surgery.

Financial Building Benefits and Support

Retirement Package – 403(b) Plan* You are automatically enrolled at 3% of your pay, but you can change the contribution (more, less, or opt out) at any time. Your Fidelity retirement kit will arrive at your home about a month after your hire date. 

Your Voluntary Contributions - You can elect any percent of your pay up to $22,500 per year if under age 50 or any percent of pay up to $30,000 per year if age 50+. Contributions can be made to the before-tax account, the after-tax Roth account, or both. Your contributions are immediately 100% vested.

Baystate Matching Contribution - Baystate matches $0.50 for each $1 on the first 4% of your contributions which equates to a maximum match of 2% of your pay. Matching contributions are made biweekly and there is a 3-year vesting requirement.

Baystate Service Years Contribution  Baystate makes an additional annual contribution based on your years of service which is provided as a percentage of your pay. Contributions are made each spring and you must be employed* on December 31st to receive it. There is a 3-year vesting requirement. (*except for retirement or disability status)

0-10 years of service: 3%  
11-20 years of service: 4%  
21+ years of service: 5%  

Health and Dependent Care Flexible Spending Accounts (FSA) A Health Care FSA can be used for out-of-pocket healthcare care expenses, including medical, dental and vision and you can contribute up to $3,050 (pre-tax) annually. A maximum of $610 from the Health Care FSA is eligible for rollover each year if you continue to contribute to the FSA the following year. A Dependent Care FSA can be used for out-of-pocket dependent care expenses, including daycare, eldercare, etc. and you can contribute up to $5,000 (pre-tax annually (no rollover). IRS rules and regulations impose certain nondiscrimination testing requirements on many of our benefit plans, including the Dependent Care FSA Plan. The purpose of the testing is to prevent the plan from favoring certain people the IRS considers to be highly compensated employees. Generally, these individuals are defined as having earned $135,000 or more in 2022. Because of Baystate’s testing results in recent years, dependent care FSA pre-tax contribution elections for highly compensated employees are limited to $1,518 for the 2023 plan year.

Free Unlimited Financial Coaching – Free and unlimited money coaching on any financial topic through My Secure Advantage. This expert team of money coaches provide confidential, unbiased support for every stage of life.

529 College Savings Plan  This is an education savings plan designed to help you set aside funds for future college expenses, offering significant tax benefits and an exceptional degree of control and flexibility. 529 plans can be used for virtually any public or private institution of higher education. This is a part of the BenefitsPlus offerings.

Income Protection  Benefits

Baystate provides income protection, by paying a percentage of your salary for a specified period of time, in the event you are ill or injured and cannot perform the duties of your job. Short-term disability and long-term disability become effective on your date of hire, provided you are actively at work. Life Insurance is effective the 1st of the month following date of hire.

Short-Term Disability (STD)  Baystate pays 60% of your annual base earnings up to 20 weeks, for full-time and part-time benefit-eligible team members, up to a maximum weekly benefit of $3,500. You can choose to purchase an additional 10% or 20% STD buy-up insurance to supplement the 60% coverage (salary maximums apply). The maximum weekly benefit for the buy up coverage is $7,500.

Long-Term Disability (LTD)  
Full-time Medical Residents: Baystate pays 60% of your annual base salary, up to a monthly benefit maximum of $5,000.

State-Specific Paid Family Medical Leave: You may be eligible for job protected paid time off for your own illness as well as family leave to welcome a new child, take care of an ill or ailing relative or for certain military circumstances, if you work in a state that has an applicable law. Make sure you understand how the leave program in your state of residence may impact your need for supplemental short-term disability coverage. For information about state-specific leave programs, contact disabilitymanagement@baystatehealth.org
**Term Life Insurance**  Baystate covers full-time and part-time employees with 100% of their annual base earnings, rounded to the next highest $1,000. The plan includes an option for employees to purchase additional insurance up to 5 times base salary (subject to guaranteed issue maximums). Amounts over $300,000 require medical underwriting. Full-time and part-time employees also have the option to purchase coverage for a spouse and dependents.

**BenefitsPlus - These additional benefits are available for purchase at group discounted rates.**

- **Legal Plan Insurance**  Covers legal services for almost any personal legal matter.
- **Automobile Insurance**  Discounted policies that cover theft, collision, bodily injury, etc. Three carrier options to choose from; MetLife, Travelers, and Liberty Mutual.
- **Homeowner Insurance**  Coverage is available for both homeowners and renters.
- **Pet Insurance & Pet Wholesale Discounts**  Insurance for dogs, cats, birds for medical problems, and conditions related to injuries and illnesses, available through Nationwide. Wholesale discount pricing for pet supplements, Rx and specialty foods, available through PETplus.
- **Identity Protection Insurance**  ID Watchdog provides ID theft protection; monitors credit reports, social networks, black market, etc. to protect personal information.
- **Critical Illness Insurance**  Critical Illness insurance pays cash benefits directly to you, if you are diagnosed with a covered disease or condition. You can use this money to pay for any expenses. This is designed to complement your medical insurance coverage, not replace it.
- **Accident Insurance**  Accident insurance pays cash benefits directly to you, for covered accidents and injuries. You can use this money to pay for any expenses. This is designed to complement your medical insurance coverage, not replace it.
- **Hospital Confinement Indemnity Insurance**  Hospital Indemnity insurance pays a lump-sum benefit for each day you are in the hospital—for whatever reason. You can use this money to pay for any expenses. This is designed to complement your medical insurance coverage, not replace it.
- **Whole Life Insurance**  Coverage is available for one to five times salary, with cash value available to you, your spouse, children, and grandchildren. Medical underwriting is required for some amounts.

**Team Member Well-being - Your Well-being and Worklife Benefits**

Your Team Member Well-being program offers a collection of resources designed to enhance the health, well-being and worklife balance of Baystate Health employees and your loved ones. Program are provided to you at no-cost, unless otherwise noted:

- **Support for your Essential Needs**  Customized resource center to connect you to Baystate and community resources for help with financial assistance, transportation, childcare, housing, mental health, social connection, food access, and more.
- **Onsite Emotional Support**  Confidential counseling available with our internal EAP provider. In-person and virtual appointments available during normal business hours. 6-session per issue, per year at no cost. Other support available for individuals and groups.
- **Financial Well-being**  Unlimited telephonic money coaching, plus online education, videos, tools, calculators, and more.
- **Worklife Integration**  Personal assistance offering research and referral support for your daily living needs, parenting, eldercare & aging, and more.

To learn about these resources and self-select based on need, visit: The Hub>Quick Links>Baystate Healthy or access from any device outside the Baystate network by going to Baystatehealth.org>Employee Resources>Baystate Healthy.

**Additional Benefits**

- **Meal Allowance**  Provided during required night float, extended day shifts and overnight shifts in-hospital.
- **White Coat Laundry Service**  Complimentary white coats and laundry service is provided.
- **Parking**  Free parking and shuttle service is provided.
- **$200 Wellness Reimbursement**  BH-HNE plan members receive up to $200 cash back with the purchase of a variety of wellness activities or products including; gym memberships, wellness and fitness classes- live and online, select stress reduction programs, fitness equipment, golf and ski tickets and CSA farm shares. Login to my.healthnewengland.org and select Forms to submit.
Contact Us

For questions about your benefits, call HRAnswers at 413-794-4747. You have 30 days from your date of hire or job transfer to enroll in benefits. After you start employment, visit Baystate Health’s employee intranet site where you will find comprehensive information about your benefits: The Hub>Quick Links>Benefits

The information contained in this document applies to all full-time and part-time team members who are regularly scheduled to work 16 or more hours (or 15 hours or more at Baystate Home Health) a week. This document is intended to provide a summary of key elements of the Total Rewards for most Baystate Health team member positions. In the event there is a discrepancy between this document and the approved complete plan document, the complete plan document will govern.

Additional Benefits continued

Massage Reimbursement Up to two, 60-minute massage therapy visits per calendar year for BH-HNE plan members. The form is located at https://healthnewengland.org/forms.

Adoption Assistance Up to $3,000 per child. Maximum $6,000 annually.

Educational Assistance Reimbursement up to $2,500 for registration, books and coursework from accredited schools.

PerkSpot Discount Center Thousands of national and local discounts.

First-time Homebuyers Assistance Up to $7,500 in forgivable loans toward the purchase of your first home.

Credit Union Membership Take advantage of lower fees, low interest rates and free checking.

Additional Benefits continued