



PT | SOLUTIONS®

PHYSICAL THERAPY

# Benefits Review

**NOVEMBER 2024**

CONFIDENTIAL & PROPRIETARY TO PT SOLUTIONS

# PT Solutions Benefits at a Glance

- Medical – Anthem BCBS (2 PPO Plans / 1 HSA Plan)
  - Dental – Metlife (2 Plans)
  - Vision – Metlife / VSP
  - Basic Life and AD&D (paid by PT Solutions)\*
  - Voluntary Employee, Spouse and Child Life
  - Voluntary Short Term Disability (STD) (50% of premium paid by PT Solutions)\*
  - Voluntary Long Term Disability (LTD) (50% of premium paid by PT Solutions)\*
  - Extended Illness Bank (EIB) Benefit for FML eligible leaves of absence
  - Flexible Spending Accounts (Medical FSA and Dependent Care FSA)
  - Health Savings Account (HSA) if enrolling in the HDHP medical plan  
**Annual HSA employer contribution \$500 employee only / \$1000 family)\***
  - Critical Illness
  - Accident
  - Legal
  - 401(k) Retirement Plan (vesting based on OrthoCarolina seniority date)
  - PerkSpot Discount Program
  - Headspace Meditation App and Employee Assistance Program (EAP)
- **Premiums deducted 24 pay periods – no benefits deductions on 3<sup>rd</sup> pay period of a month**
- **OrthoCarolina part-time employees retain benefits eligibility**

# Check out the PT Solutions Benefits website

[ptsolutions.mybenefitport.com](https://ptsolutions.mybenefitport.com)



## Welcome To Your 2023-2024 Benefits!

At PT Solutions, our people are our greatest asset. We believe benefits should make a difference for you and your work, as well as for your family at home. We have assembled a comprehensive set of options that promote your health and wellness and allow you to choose the coverage that's right for you.

The total rewards package — a combination of pay and benefit programs — is designed to attract and retain the best talent. As an investment in you, we contribute a significant amount to the cost of your benefits, and we review our offerings often to make sure we are competitive in the marketplace and provide a good value to our team members.

**SIDE BY SIDE REVIEW**

Medical and Dental





# PPO Medical Benefits Comparison

## Anthem PPO Plans vs Cigna Classic PPO

| Benefit Outline                              | OrthoCarolina<br>Classic PPO | *In-Network        |                    |
|--|------------------------------|--------------------|--------------------|
|  |                              | PT Solutions       | PT Solutions       |
|  |                              | Plus PPO           | Premium PPO        |
| Carrier                                      | <b>Cigna</b>                 | <b>Anthem BCBS</b> | <b>Anthem BCBS</b> |
| Deductible (Individual / Family)             | \$2,500 / \$5,000            | \$1,500 / \$4,500  | \$1,000 / \$3,000  |
| Annual Employer HSA Contribution (HDHP only) |                              |                    |                    |
| Out-of-Pocket Maximum (Ind/Fam)              | \$6,550 / \$13,100           | \$7,150 / \$14,300 | \$7,150 / \$14,300 |
| Coinsurance (Carrier %)                      | 70%                          | 90%                | 100%               |
| Wellness / Preventive Care                   | 0%                           | 0%                 | 0%                 |
| Primary Care Office Visit                    | \$30 copay                   | \$35 copay         | \$25 copay         |
| Specialist Office Visit                      | \$60 copay                   | \$50 copay         | \$50 copay         |
| Urgent Care Visit                            | \$60 copay                   | \$50 copay         | \$50 copay         |
| Emergency Room                               | \$300 copay                  | \$500 copay        | \$500 copay        |
| Outpatient Surgical Facility                 | 30% (ad)                     | 10% (ad)           | 0% (ad)            |
| Inpatient Hospital Facility                  | 30% (ad)                     | 10% (ad)           | 0% (ad)            |
| Pharmacy Retail (30 day supply)              |                              |                    |                    |
| Generic (Tier 1)                             | \$10 copay                   | \$15 copay         | \$15 copay         |
| Preferred (Tier 2)                           | \$35 copay                   | \$35 copay         | \$45 copay         |
| Non-Preferred (Tier 3)                       | \$55 copay                   | \$60 copay         | \$85 copay         |
| Specialty (Tier 4)                           | \$100 copay                  | 20% (max \$300)    | 20% (max \$250)    |
| Pharmacy Mail Order (90 day supply)          |                              |                    |                    |
| Generic (Tier 1)                             | \$20 copay                   | \$15 copay         | \$38 copay         |
| Preferred (Tier 2)                           | \$88 copay                   | \$70 copay         | \$113 copay        |
| Non-Preferred (Tier 3)                       | \$138 copay                  | \$180 copay        | \$213 copay        |
| Specialty (Tier 4)                           | \$250 copay                  | 20% (max \$300)    | 20% (max \$250)    |
| * (ad) = After Deductible                    |                              |                    |                    |

# PPO Medical Premium Cost Comparison

## Cigna Classic PPO vs Anthem PPO Plans

➤ 24 pay deductions vs 26

| Bi-Weekly (26 pay periods)                               |                   |               | Semi-Monthly (24 Pay Periods) |                    |
|--|-------------------|---------------|-------------------------------|--------------------|
| Employee Earning < \$50,000 BI-Weekly payroll deductions |                   |               | All Earning Levels            | All Earning Levels |
| Cigna PPO  | Non-Wellness Rate | Wellness Rate | Plus PPO                      | Premium PPO        |
| Employee only  | \$82.63           | \$63.40       | \$105.30                      | \$167.68           |
| Employee + spouse  | \$216.48          | \$197.25      | \$406.72                      | \$455.80           |
| Employee + child   | \$164.16          | \$144.93      | \$165.43                      | \$301.83           |
| Employee + children                                      | \$201.96          | \$182.87      | \$165.43                      | \$301.83           |
| Employee + family  | \$341.87          | \$322.64      | \$421.48                      | \$486.30           |
| Employee Earning > \$50,000 BI-Weekly payroll deductions |                   |               |                               |                    |
| Cigna PPO  | Non-Wellness Rate | Wellness Rate |                               |                    |
| Employee only  | \$97.21           | \$77.98       | \$105.30                      | \$167.68           |
| Employee + spouse  | \$254.68          | \$235.45      | \$406.72                      | \$455.80           |
| Employee + child   | \$193.13          | \$173.90      | \$165.43                      | \$301.83           |
| Employee + children                                      | \$237.60          | \$218.37      | \$165.43                      | \$301.83           |
| Employee + family  | \$402.19          | \$382.96      | \$421.48                      | \$486.30           |

# HDHP Medical Benefits Comparison

## Anthem Value HDHP w HSA vs Cigna Silver HDHP w HSA

| Benefit Outline                              | *In-Network                        |                                  |
|--|------------------------------------|----------------------------------|
|  | OrthoCarolina<br>Silver HDHP w HSA | PT Solutions<br>Value HDHP w HSA |
| Carrier                                      | <b>Cigna</b>                       | <b>Anthem BCBS</b>               |
| Deductible (Individual / Family)             | \$3,200 / \$6,000                  | \$3,000 / \$6,000                |
| Annual Employer HSA Contribution (HDHP only) | Up to \$1,000 (Wellness Plan)      | \$500 / \$1000                   |
| Out-of-Pocket Maximum (Ind/Fam)              | \$5,000 / \$10,000                 | \$7,000 / \$14,000               |
| Coinsurance (Carrier %)                      | 90%                                | 80%                              |
| Wellness / Preventive Care                   | 0%                                 | 0%                               |
| Primary Care Office Visit                    | \$30 copay (ad)                    | 20% (ad)                         |
| Specialist Office Visit                      | \$30 copay (ad)                    | 20% (ad)                         |
| Urgent Care Visit                            | \$60 copay (ad)                    | 20% (ad)                         |
| Emergency Room                               | \$150 copay (ad)                   | 20% (ad)                         |
| Outpatient Surgical Facility                 | 10% (ad)                           | 20% (ad)                         |
| Inpatient Hospital Facility                  | 10% (ad)                           | 20% (ad)                         |
| Pharmacy Retail (30 day supply)              |                                    |                                  |
| Generic (Tier 1)                             | \$10 copay (ad)                    | 20% (ad)                         |
| Preferred (Tier 2)                           | \$35 copay (ad)                    | 20% (ad)                         |
| Non-Preferred (Tier 3)                       | \$55 copay (ad)                    | 20% (ad)                         |
| Specialty (Tier 4)                           | \$100 copay (ad)                   | 20% (ad)                         |
| Pharmacy Mail Order (90 day supply)          |                                    |                                  |
| Generic (Tier 1)                             | \$20 copay (ad)                    | 20% (ad)                         |
| Preferred (Tier 2)                           | \$88 copay (ad)                    | 20% (ad)                         |
| Non-Preferred (Tier 3)                       | \$138 copay (ad)                   | 20% (ad)                         |
| Specialty (Tier 4)                           | \$250 copay (ad)                   | 20% (ad)                         |
| * (ad) = After Deductible                    |                                    |                                  |

# HDHP Medical Premium Cost Comparison

## CIGNA Silver HDHP vs Anthem Value HDHP

➤ 26 pay deductions vs 24

| Bi-Weekly (26 pay periods)                               |                   |               | Semi-Monthly (24 Pay Periods) |
|--|-------------------|---------------|-------------------------------|
| Employee Earning < \$50,000 BI-Weekly payroll deductions |                   |               | All Earning Levels            |
| Cigna Silver HDHP  | Non-Wellness Rate | Wellness Rate | Value HDHP w HSA              |
| Employee only  | \$63.84           | \$44.61       | \$25.00 + \$500 HSA           |
| Employee + spouse  | \$200.88          | \$181.65      | \$210.74 + \$1,000 HSA        |
| Employee + child   | \$136.38          | \$117.15      | \$119.18 + \$1,000 HSA        |
| Employee + children                                      | \$174.00          | \$154.77      | \$119.18 + \$1,000 HSA        |
| Employee + family  | \$313.53          | \$294.30      | \$213.98 + \$1,000 HSA        |
| Employee Earning > \$50,000 BI-Weekly payroll deductions |                   |               |                               |
| Cigna Silver HDHP  | Non-Wellness Rate | Wellness Rate |                               |
| Employee only  | \$75.11           | \$55.88       | \$25.00 + \$500 HSA           |
| Employee + spouse  | \$236.33          | \$217.10      | \$210.74 + \$1,000 HSA        |
| Employee + child   | \$160.45          | \$141.22      | \$119.18 + \$1,000 HSA        |
| Employee + children                                      | \$204.71          | \$185.48      | \$119.18 + \$1,000 HSA        |
| Employee + family  | \$368.86          | \$349.63      | \$213.98 + \$1,000 HSA        |



# Dental Benefits Comparison

## Delta Dental vs Metlife Core and Buy-up

- 26 pay deductions vs 24
- Both provide in and out of network coverage with in-network discount

|                                       | OrthoCarolina                 | PT Solutions                  |                              |
|---------------------------------------|-------------------------------|-------------------------------|------------------------------|
| Benefit Outline                       |                               | Core                          | Buy-Up                       |
| Carrier                               | Delta Dental of NC            | MetLife                       | MetLife                      |
| Calendar Year Maximum                 | \$2,000                       | \$1,250                       | \$1,750                      |
| Annual Deductible (Individual/Family) | \$50 / \$150                  | \$25/\$75                     | \$25/\$75                    |
| Preventive (i.e. Exams & X-Rays)      | 100%                          | 100%                          | 100%                         |
| Basic (i.e. Simple Extractions)       | 80%                           | 80%                           | 100%                         |
| Major (i.e. Crowns)                   | 50%                           | 50%                           | 50%                          |
| Orthodontia Lifetime Maximum          | 50%<br>(\$1,500 lifetime max) | Not Covered                   | \$1,500<br>Children Under 19 |
| Paycheck Premium Cost                 | Bi-Weekly<br>(26 pay periods) | Semi-Monthly (24 pay periods) |                              |
| Employee                              | \$3.02                        | \$11.84                       | \$14.01                      |
| Employee + Spouse                     | \$17.51                       | \$24.02                       | \$28.43                      |
| Employee + Child(ren)                 | \$20.34                       | \$27.45                       | \$36.59                      |
| Employee + Family                     | \$37.23                       | \$42.04                       | \$54.46                      |

### Type B - Basic Restorative

Amalgam and Composite Fillings  
 Prefabricated Crowns  
 Repairs  
 Endodontics Root Canal  
 Periodontal Surgery  
 Periodontal Scaling & Root Planing  
 Periodontal Maintenance  
 Oral Surgery (Simple Extractions)  
 Oral Surgery (Surgical Extractions)  
 Other Oral Surgery  
 General Anesthesia  
 Consultations

# Support and FAQs



# Still have questions? We've got you covered!

New Benefits Effective Date: January 1, 2025

Open Enrollment: 12/11 – 12/20

## Support:

- **PT Solutions Benefits Website:** [ptsolutions.mybenefitport.com](https://ptsolutions.mybenefitport.com)
- Benefits Assistance Center – Dedicated Q&A Support
  - Phone: (833) 288-5473
  - Email: [PTBenefits@bac.Lockton.com](mailto:PTBenefits@bac.Lockton.com)
  - Hours: Monday – Friday, 8am – 7pm EST
- iBTR – 1:1 Enrollment Support 12/11 – 12/20 *\*more info to come!*

# FAQ Review

## When will my new benefits under PT Solutions go into effect?

- Your benefits will transition to the PT Solutions' benefit plans effective **1/1/2025**, with anticipated enrollment period **Wednesday, December 11 – Friday, December 20**.

## Our current benefits plan year is January 1 – December 31. What is PT Solutions' plan year?

- PT Solutions plan year is **July 1 – June 30**, with Open Enrollment typically in late May. However, deductibles and out of pocket limits are on a January – December calendar year, same as your current OrthoCarolina.
- Outside of Open Enrollment, you may make changes to your new PT Solutions benefits elections (or enroll) within 30 days of a qualified life event.

## How will I enroll in PTS Benefits plans?

- Employees enroll online via the **UKG / PlanSource system** for new hire enrollment, annual open enrollment, and for any ongoing qualified life event changes that occur throughout the year.
- Full details and credentials to access the enrollment system will be provided prior to the 12/11 benefits enrollment period.
- 1:1 appointment opportunity with benefits counselor who will answer questions and complete your enrollment for you.

# FAQ Review

## What happens to my Paid Time Off plans?

- Your current OrthoCarolina PTO policies and accrual will remain in effect.
- You will be eligible for PT Solutions' additional Extended Illness Bank (EIB) benefit, in addition to PTO, effective 1/1/2025.

## When can I enroll in the PT Solutions 401(k) Plan? Is there an employer match?

- The PT Solutions Fidelity 401(k) Plan provides immediate eligibility effective January 1, 2025. Further information and separate enrollment instructions will be forthcoming.
- The PT Solutions 401(k) Plan provides for a discretionary Company Match Contribution, which is carefully considered on an annual basis and announced each year. For 2025, PT Solutions match is 50% on first 6% of your payroll contribution, to a max of \$600. The difference in current OrthoCarolina and PTS employer contribution(s) will be paid as outlined in your transition letter's individual compensation attachment.



Thank you!



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