

Benefit Summary

For Physicians at Duke Health Lake Norman



Your Health Coverage

- **Medical:** Duke provides a choice of three plan options for full-time or part-time team members and their dependents, including an HMO and two national PPO options. All plans include pharmacy coverage through Express Scripts. Note: if you live in a zip code that begins with 272, 273, 275, 276 or 277, you may be eligible for other plan options.
- **Dental:** Duke provides a choice of three comprehensive dental plans that include coverage for cleanings, as well as basic, major, and orthodontia services.
- **Vision:** Duke provides a stand-alone plan that covers annual exams, eyeglass lenses/contacts every 12 months, and frames every 24 months.
- **Health Care Reimbursement Account:** Physicians may contribute up to \$3,300 pretax each year to pay for eligible health expenses such as co-pays, deductibles, and medical supplies.

Your Financial Future

Disability: Duke offers comprehensive disability insurance programs, including an employer paid Long Term Disability plan available after three years of service, as well as voluntary Short Term and voluntary Long Term Disability programs that are immediately available.

- Full time physicians previously covered under an employer-paid LTD plan immediately prior to coming to Duke are eligible to waive the 3-year service requirement by completing the Service Waiver Request Form.

Life Insurance: Duke offers physicians a comprehensive life insurance program, including both the employer paid plans and voluntary team member paid programs, from which team members can choose to participate to supplement insurance needs.

Survivor Benefit: Duke provides a death benefit in the event of the death of a full time, eligible employee. The amount is equal to one month's pay for each year of completed service, up to a maximum of six months of pay. Duke pays the entire cost of this benefits.

The Duke Faculty and Staff Retirement Plan: The Duke Faculty and Staff 403(b) Retirement Plan. Fidelity Investments is the recordkeeper for the Faculty and Staff Retirement Plan. Eligible physicians may contribute pre-tax, Roth after-tax, or a combination of both from their pay. In addition to the money that a physician elects to save for retirement, Duke will make a contribution to your retirement after one year of service. (See "[Service Requirement Waiver](#)" to determine if you are eligible to waive the one year service requirement.)

- For 2025, Duke's contribution is 8.9% of the first \$84,900 of salary and 13.2% of annual salary in excess of \$84,900, up to the statutory salary limit of \$350,000 to the plan after completion of one year of service (fully vested after three years of service).

The Duke 457(b) Deferred Compensation Plan: This plan may provide you an opportunity to increase your retirement savings by setting aside a portion of your salary on a pre-tax basis up to the contribution maximum of \$23,500 for 2025. You are eligible to participate if your calendar year Duke compensation equals or exceeds 150% of the Social Security taxable wage base. For 2025, the minimum salary requirement for eligibility in this plan is \$264,150.

Time Away from Duke

- Full time physicians accrue a competitive time off benefit through DUHS that may be used to provide salary continuation for vacation, designated holidays, as well as sick time.

Family-Friendly Benefits

- **Duke Child Care Partnership:** Priority placement is provided to team members at 50+ partnership centers. Of those childcare centers, 30+ offer monthly discounts and/or waived registration fees.
- **Elder Care:** Duke Family Support Care is a resource for team members who need assistance with an aging parent.
- **Infertility Benefits:** Duke Options provides coverage for team members and their covered spouse at the Duke Fertility Center after two years of continuous service.
- **Dependent Care Reimbursement Account:** Team members may contribute up to \$5,000 pretax each year to pay for eligible dependent care expenses such as daycare, before- or after- school programs, summer day camp, or intercession day camp.
- **Paid Parental Leave:** Duke offers a paid parental leave policy.

Education and Professional Development

- **Tuition Assistance:** Reimbursement of tuition is available for up to three classes per semester (limit nine classes per calendar year) up to \$5,250 per calendar year for full-time team members with at least two years of continuous full- time service.
- **Loan Forgiveness:** Duke is a non-profit organization, which may allow you to benefit from a Loan Forgiveness Program such as the NC State Education Assistance Authority (NCSEAA) or the Public Service Loan Forgiveness Program (PSLF).

Wellness and Connection

- **Personal Assistance Service (PAS)** offers in- state team members access to assessment, short-term counseling, and referrals to help resolve a range of personal, work, and family problems. Out-of-state team members can access Business Health Services (BHS) for the same services.
- **LIVE FOR LIFE programs:** Chair massages, run/walk club (on-site and virtual), tobacco cessation.

If you have questions regarding Benefits, please contact the Duke Benefits Integration Team at benefitsintegration@duke.edu or call (919) 613-3447

The benefits that you receive are based upon the plan's official plan documents, not this summary or any other written or oral statement. If there is a conflict between this summary and the official plan documents, the official plan documents will govern in all cases. Duke reserves the right at any time to change or terminate these plans. The summary plan description describing the above programs is available to you at www.hr.duke.edu/benefits.