



MASSACHUSETTS MEDICAL SOCIETY

Every physician matters, each patient counts.

EMPLOYEE BENEFITS

Since 1781, the Massachusetts Medical Society (MMS) has advanced medical science and practice, both as a professional membership organization and as one of the world's leading medical publishers. We believe our success is due in part to an organizational culture that reflects our core values: Integrity, Respect, Quality, Commitment, and Teamwork.

The MMS offers an impressive selection of benefits and services to our workforce. We allow employees to choose the benefits that best suit their particular needs, and the company pays the majority of the cost of these benefits. Regular full-time and regular part-time employees (who work at least 25 hours per week) are generally eligible to participate in our programs on their first day of employment. Coverage is extended to domestic partners of employees and their dependents.

HEALTH INSURANCE: ADVANTAGE BLUE. An exclusive provider organization (EPO) plan, it provides coverage with a national Blue Cross Blue Shield network of over one million providers and 6,000 hospitals.

HEALTH INSURANCE: PREFERRED BLUE PPO SAVER. An account-based health plan, it plan provides 100% coverage for in-network, preventive care. When you receive non-preventive care from in-network providers, you pay only your deductible. Under this plan, you can open and contribute to a tax-advantaged Health Savings Account (see description below for more information).

DENTAL PLAN: DENTAL BLUE. The dental plan provides coverage for diagnostic and preventive services at 100%, restorative and other basic services at 80% after deductible, and major restorative services at 50% after deductible. Orthodontic coverage is provided for dependent children up to 19 years of age.

VISION PLAN: BLUE 20/20. Blue 20/20, offered through Blue Cross Blue Shield of Massachusetts, is administered by EyeMed Vision Care and provides one routine eye exam covered once every 12 months with a \$10 copayment. Members choose between a pair of lenses for eyeglasses or one order of contact lenses every 12 months and receive a \$130 allowance.

LIFE INSURANCE.* A base benefit equivalent to your annual salary is provided by the MMS. Accidental death and dismemberment coverage equivalent to your annual salary is also provided.

OPTIONAL INSURANCE. If you choose, you can purchase additional life insurance coverage of one times, two times, three times, or four times your annual salary. Dependent life insurance is also available up to \$50,000 coverage for a spouse or partner and \$5,000 per child/partner's child.

BUSINESS TRAVEL ACCIDENT INSURANCE.* This life insurance plan covers employees while traveling on company business.

FLEXSAVER ACCOUNTS. FlexSaver Accounts provide employees with the opportunity to set aside before-tax money to pay for health care and/or dependent care expenses, up to an annual IRS maximum amount. **NOTE:** Employees enrolling in the Preferred Blue PPO Saver are not eligible for a FlexSaver Account for health care.

HEALTH SAVINGS ACCOUNT. If you elect the Preferred Blue PPO Saver option for health insurance, you can open and contribute to a tax-advantaged Health Savings Account that can be used to pay for covered medical expenses now or to save for later. You will not be able to contribute to a FlexSaver Account for health care.

**Benefits offered at no cost to employees.*

PAID TIME OFF*

VACATION TIME	POSITIONS ELIGIBLE FOR OVERTIME (NON-EXEMPT)	POSITIONS NOT ELIGIBLE FOR OVERTIME (EXEMPT)
	2 weeks per year 3 weeks after 2 years 4 weeks after 10 years 5 weeks after 20 years	3 weeks per year 4 weeks after 2 years 5 weeks after 20 years
PERSONAL DAYS	6 days per year	
SICK DAYS	12 days per year	
HOLIDAYS	12 days per year	

Note: Vacation accrues upon completion of six months of service. Regular part-time employees receive the above paid time off on a prorated basis. Part-time employees who work 20 to 24 hours per week accrue vacation time on a prorated basis and receive holiday pay for regularly scheduled workdays.

ADDITIONAL BENEFITS

SAVINGS AND INVESTMENT PLAN. The MMS Savings and Investment Plan is designed to provide part of an employee's retirement income. The plan offers two ways to save for retirement.

401(K)/AFTER-TAX SAVINGS. Employees are eligible to contribute to the MMS Savings and Investment Plan on the first of the month following their hire date. The plan allows employees to contribute up to 100% (subject to IRS maximum limits) of their income on a before-tax, Roth, and/or after-tax basis. Upon completion of one year of employment, the company matches 50% of an employee's contribution up to the first 6% per pay period, whether saving before or after tax. Full vesting in the company match portion occurs after five years of service, with partial vesting before five years. The plan offers a number of investment options from which to choose.

CORE CONTRIBUTION.* Employees are also eligible for a core contribution upon completion of one year of service. Eligible employees automatically receive a company-paid core contribution of 3 to 7%, based on a combination of age and years of service at the beginning of each calendar year. Employees do not need to participate in the 401(k)/Roth/After-Tax Savings (noted above) to receive the core contribution. Vesting in the core contribution occurs upon completion of five years of service, with partial vesting before five years.

TUITION ASSISTANCE. Reimbursement for courses is provided on a sliding scale based on grade received, up to an annual maximum of \$5,000. Regular full-time employees are eligible after completion of six months of service.

DISABILITY PROGRAMS.* The MMS short-term disability program provides full pay for up to 26 weeks for employees who have a serious health condition that prevents them from working. According to plan provisions, long-term disability coverage, which provides 66 2/3% of monthly salary to a specified maximum amount per month, takes effect after an employee has been disabled for 26 weeks.

BACKUP CHILD CARE AND ELDER CARE. The MMS offers backup child care and elder care through the Bright Horizons Care Advantage Program. Employees can use up to 15 days each calendar year.

EMPLOYEE ASSISTANCE PROGRAM (EAP).* The EAP is a free, confidential program providing support and resources to employees, their spouses/partners, and their family members on a wide range of work/life, personal, and family concerns.

MATCHING GIFTS.* The MMS matches employee charitable contributions up to \$100 per fiscal year. Eligible organizations and institutions must meet one of the following categories: health care, education, social justice, or humanitarian aid.

HEALTH AND WELLNESS.* Our ongoing health and wellness programs offer a variety of wellness seminars, programs, and screenings throughout the year.

MISCELLANEOUS

- Health Club Discounts
- Dell Technology Discounts
- Credit Union
- Commuter Benefits
- Fitness Room at Corporate Headquarters
- Virtual Learning Platforms
- Paid Volunteer Time
- Referral Bonus Program

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This document is intended to be a general overview of employee benefits offered by the MMS. Every effort has been made to ensure its accuracy; however, in the event of a discrepancy, the benefit plan documents and/or contracts will prevail. Plans and programs may be amended or terminated at any time. Please contact the MMS Human Resources department if you have questions.

The Massachusetts Medical Society is an Equal Opportunity Employer, committed to providing opportunities to veterans and people with disabilities and a work environment that is welcoming to all.

Please visit our website at massmed.org.