

# Asha Madhavan DDS

## Full-Time Staff Benefits

2023 Calendar Year

Last updated: 12/05/2023

2023 Benefits
<p><b>Medical</b></p> <ol style="list-style-type: none"><li>1. Regence Platinum Plan (Premiums: 60% employer/40% employee) OR</li><li>2. Regence Silver Plan with HSA (Premiums: 75% employer/25% employee)</li></ol>
<p><b>Vision</b> United Healthcare Vision Plan</p>
<p><b>In-House Dental</b> Regular cleanings and perio fully covered; restorative per discussion with doctor.</p>
<p><b>FSA and HSA</b> We are allowed to offer HSAs only for High-Deductible Health Plans (HDHPs). In our case, it is our Silver Plan. Enroll in Zenefits by Dec 25th to start coverage on Jan 1st, 2023.</p>
<p><b>Paid Holidays</b> 7 days per year</p>
<p><b>Paid Time Off (PTO)</b> 10 days per year</p> <p>Up to 15 days of leave can be carried forward to the following year.</p>
<p><b>Tenure Based Leave</b> After 3 years of full-time employment – one time 2-week PTO award.</p>
<p><b>401(k) Retirement Plan</b> 100% match, up to 4% of income</p>

### 2023 Paid Holidays

1. New Year's Day – 1/2/2023
2. Memorial Day – 5/29/2023
3. Independence Day – 7/4/2023
4. Labor Day - 9/4/2023
5. Thanksgiving – 11/23/2023
6. Day after Thanksgiving – 11/24/2023
7. Christmas Day – 12/25/2023

### 401(k) Retirement Plan Eligibility

All employees become eligible after 12 months of employment in which they have worked at least 1000 hours. Contact Dr. Asha Madhavan if you have questions regarding eligibility.

### Medical Plan Comparison

	<b>Regence Silver Plan with HSA</b>	<b>Regence Platinum Plan</b>
Deductible	\$3,000	\$500
Out of Pocket Max Single	\$6,000	\$4,000
Primary Care Provider Visit	25% after deductible	\$20
Specialist Visit	25% after deductible	\$30
Coinsurance	25% after deductible	10% after deductible
Emergency Room	25% after deductible	10% plus \$250 after deductible
Urgent Care	25% after deductible	\$30
Hospital Inpatient	25% after deductible	10% after deductible
Hospital Outpatient	25% after deductible	5% - 10% after deductible
Rx Tier 1	10% - 25% after deductible	\$8 - \$35
Rx Tier 2	35% after deductible	\$30
Rx Tier 3	50% after deductible	50%
Rx Tier 4	20 - 50% after deductible	20% - 50%