Teladoc Health Medical Group P.A.
2026 BENEFITS AT A GLANCE

Eligibility: Full Time Employed Clinicians Working 30+ Hours per Week

Effective Date: First Day of the Month Following Date of Hire

Medical: Blue Cross Blue Shield*

Two Medical PPO plan options are offered through Blue Cross/Blue Shield of Texas (BCBSTX). These PPO plans have a nationwide network and will be available to employees and their dependents residing in the United States (except for Hawaii*).

- **Base PPO Plan:** The Base PPO's in-network features include preventive care covered at 100%, primary care visits at a $30 copay, specialist visits at a $60 copay, a plan year deductible of $1,000 per individual/$3,000 per family, and a plan year out-of-pocket maximum of $4,000 per individual/$12,000 per family.

- **Buy-Up PPO Plan:** The Buy-Up PPO's in-network features include preventive care covered at 100%, primary care visits at a $30 copay, specialist visits at a $60 copay, a plan year deductible of $500 per individual/$1,500 per family, and a plan year out-of-pocket maximum of $3,000 per individual/$9,000 per family.

Dental: MetLife (PDP Plus)*

The Dental plan has an annual deductible of $50 per individual/$150 per family, orthodontia coverage, and an annual out-of-pocket maximum of $1,500. Plan deductibles and out-of-pocket maximums apply to both in-network and out-of-network.

Vision: MetLife (Superior Vision Network)*

The Vision in-network plan features include a $10 copay for annual eye exams, and a $25 copay for materials.

Flexible Spending Accounts (FSA): Navia Benefit Solutions*

The Healthcare FSA and Dependent Care FSA is administered by Navia. You can contribute up to $3,400 per year to your Healthcare FSA, and up to $5,000 per year to your Dependent Care FSA.

* Benefit plan does not apply to Hawaii residents - Contact thmgbenefits@teladochealthmg.com for more information.

Basic Life and Accidental Death & Dismemberment (AD&D): Prudential

Basic Life and AD&D insurance is offered at 1x annual pay up to $250,000 each. These insurance policies will be provided at no extra cost to you. Coverage is only available for employees.

Short-Term and Long-Term Disability: Prudential

Short-Term Disability (STD) and Long-Term Disability (LTD) insurance is offered through Prudential. STD will provide 60% of weekly earnings up to $1,500 and LTD will provide 60% of monthly earnings up to $10,000. These insurance policies will be provided at no extra cost to you. Coverage is only available for employees.

Additional Benefits

Teladoc Health Services (Think Virtual First!)

As a Teladoc Health employee you will have access to FREE virtual care services for you and your eligible dependents on your first day of employment regardless of whether you choose to participate in our medical plan. For most Teladoc Services, eligible dependents are defined as spouse, children, domestic partner, and children of your domestic partner.

BetterHelp & BetterSleep

BetterHelp provides convenient and confidential online mental health services. Text, talk, or video chat with a licensed, professional therapist, anytime, anywhere. Individual counseling is available to you and one dependent age 18+ at no cost. Teen Counseling is also available for dependents ages 13-19 in lieu of individual counseling.

BetterSleep is an app that helps you unwind and fall asleep easily by giving you free reign to a mix of soothing sounds, meditations and shelves of bedtime stories. Teladoc Health employees enjoy free premium access.

Retirement 401(k): Fidelity Investments

Teladoc Health supports its employee's retirement goals by providing a robust and flexible 401(k) program through Fidelity Investments which allows for pre-tax deferral contributions as well as post tax Roth IRA contributions. Employees who are at least 18 years old are eligible to participate in the Plan. After completing 12 months of service, Teladoc Health matches employee contributions at 100% up to the first 4% contributed. Employee and employer contributions are 100% vested immediately.

Employee Assistance Program (EAP): ComPsych

The EAP through ComPsych Guidance Resources can help you with things like stress, anxiety, depression, chemical dependency, relationship issues, legal issues, parenting questions, financial counseling, and dependent care resources. Best of all, it's completely confidential, free, and available to any member of your immediate household.

Travel Assistance: IMG

Insurance coverage provides you with access to Travel Assistance coverage through IMG when you are traveling more than 100 miles away from home. This program is available 24/7 and provides assistance with personal, medical and emergency services. IMG can assist with the following services, and more!

Parental Leave

The Paid Parental Leave Program provides supplemental pay for eligible birthing parents and paid time off for both parents following the birth, adoption or foster care placement of a child. Employees are eligible for Parental Leave after 6 consecutive months of employment and must be a full-time employee scheduled to work 30 hours or more a week. Supplemental pay will be calculated on base salary only. In states where Paid Family Leave (PFL) applies, bonding leave is paid as a supplement to PFL.

Birthing Parents are eligible for 6-8 weeks of Recovery from Childbirth Leave + 12 weeks of Bonding Leave.
Non-Birthing Parents are eligible for 12 weeks of Bonding Leave.