



Physician Benefits 2025

We are a workforce that is healthy, productive and engaged in advancing our mission. Our benefits program supports this by offering employees tools and resources to improve their physical, emotional and financial well-being while providing protection for unexpected life events. Our program balances a shared responsibility between Northwestern Medicine and the employee for stewardship of our resources. Faculty physicians employed by Northwestern University have the option to enroll in any combination of NM and NU benefits plans.

MyBenefits coverage available for you, your spouse and eligible dependent(s) begins the first day of the month following or concurrent with your hire date.

- Medical insurance and prescriptions
 - NM Standard PPO
 - NM Savings PPO With HSA
 - (Reduce your medical premium: By completing a health assessment on [aetna.com](https://www.aetna.com), you can save money on your medical premiums.)*
- Dental plans
 - Lo Plan and Hi Plan
- Vision plans
 - Lo Plan and Hi Plan
- Flexible spending accounts (FSA)
 - Healthcare, dependent care and transportation
- Health savings account (HSA)
 - If you choose the NM Savings PPO With HSA, you can make pre-tax contributions up to the annual IRS limits. In 2025, NM will contribute \$500 for individual coverage and \$1,000 for family coverage. These contributions are prorated based on date of hire.
- Transportation (downtown Chicago campus)
 - Parking available on a pre-tax basis through biweekly payroll deductions (daily discounted parking and monthly parking also available)

You are appreciated

- Continuing education opportunities
 - Flexible benefits will be provided on an annual basis for CME and/or enhancing clinics.
- Public Student Loan Forgiveness (PSLF)
 - The Public Service Loan Forgiveness (PSLF) program is for individuals who are employed by a government or not-for-profit organization, and have made 120 monthly payments over 10 years. NM offers a service for application support for the PSLF program through a third party point solution vendor through Fidelity to provide employees with end-to-end PSLF enrollment using an engaging online platform.
- Child care
 - On-site care is available at Northwestern Memorial Hospital, McHenry Hospital and Lake Forest Hospital. Care is offered for children ages 6 weeks through kindergarten.
- Benefits to grow your family
 - Offerings promote equitable benefits across diverse populations and include fertility, adoption, and surrogacy benefits. Eligible employees may receive \$7,000 per adoption or surrogacy event, up to a lifetime benefit maximum of \$14,000.

2025 Physician Benefits (continued)

- **Reimbursable Well-Being Fund**
Paid reimbursement benefit for physical, emotional and financial well-being such as gym membership, meditation app membership, 529 plan contributions, etc.
Employees are eligible after 90 days of continuous employment.
Full-time employees: \$250 annually
Part-time employees: \$125 annually

Enjoy quality time

- **Paid time off (PTO) and holidays**
Details on PTO (if applicable) and holidays will be provided prior to start date.
- **Paid Parental Leave**
Six weeks of maternity (birth parent) leave paid at 100% of base pay, including first week elimination period using your PTO.
Six weeks of parental bonding paid at 100%.
Full-time and part-time physicians are eligible if the child is born after 90 days of employment.

Positioning you for your best financial success

- **Retirement: NM 401(k) Plan**
Matches 100% of the first 6% of employee pre-tax and/or Roth after-tax contributions per pay period (100% vested after first year of service).
Eligible salary cap is \$345,000. Auto enrollment at 3%, with automatic escalation of 1% per year up to 6%.
Physicians may contribute up to the annual IRS limit.*
Multiple investment options through Fidelity.
- **Retirement: NM 457(b) Plan**
This is a voluntary, non-qualified plan to which physicians may contribute up to the annual IRS limit*
Multiple investment options through Fidelity.

*Contributions to prior employers' plans should be considered when making an election.

Preparing for the unexpected

- **Short-term disability**
Details on short-term disability benefits will be provided at orientation.
- **Long-term disability**
Long-term disability coverage of 60% of your eligible compensation, with a maximum monthly benefit of \$20,000. An elimination period will be in effect before benefits begin.
- **Term life and accidental death and dismemberment (AD&D) insurance**
Company-provided basic life insurance and AD&D insurance each equal to 1.5 times eligible compensation, rounded to the next \$1,000, with a minimum benefit of \$50,000 and a maximum benefit of \$1 million.
- **Supplemental life/AD&D insurance**
Eligible to apply for additional coverage equal to anywhere from 1 to 8 times eligible compensation, up to a maximum benefit of \$2 million.
No evidence of insurability required for elections up to \$500,000; age-based rates per \$1,000 of coverage.
- **Spouse life insurance**
Available in amounts of \$10,000, \$25,000, \$50,000, \$100,000 or \$150,000; increases in coverage greater than \$25,000 are subject to evidence of insurability.
May not exceed supplemental life insurance amount.
Cost is based on your spouse's age.
- **Dependent life insurance**
Coverage of \$12,500 for each dependent child.
No evidence of insurability required.
- **Voluntary benefits**
Benefits include group accident insurance, group critical illness insurance and group hospital indemnity.
- **Employee Assistance Program (EAP)**
A no-cost and confidential assistance program that provides supportive counseling, information and resources for you and your family.