

PAID TIME OFF AND OTHER BENEFITS

Paid time off (PTO)

23 days annually of which eight are holidays

Continuing Medical Education

Employees are eligible to receive up to \$3,000.00 per year to cover approved CME-related expenses, including registration fees, travel, lodging, food, and educational materials.

Professional Membership Benefit

Paid annual membership to the Tulare County Medical Society. For a full list of membership benefits, please visit: www.tcmsonline.org

Paid Malpractice Coverage

The organization provides professional medical malpractice insurance coverage at no cost to the employee. Coverage is secured through a medical malpractice carrier approved by the Kaweah Health Medical Staff and is maintained in accordance with Medical Staff requirements and applicable regulatory standards.



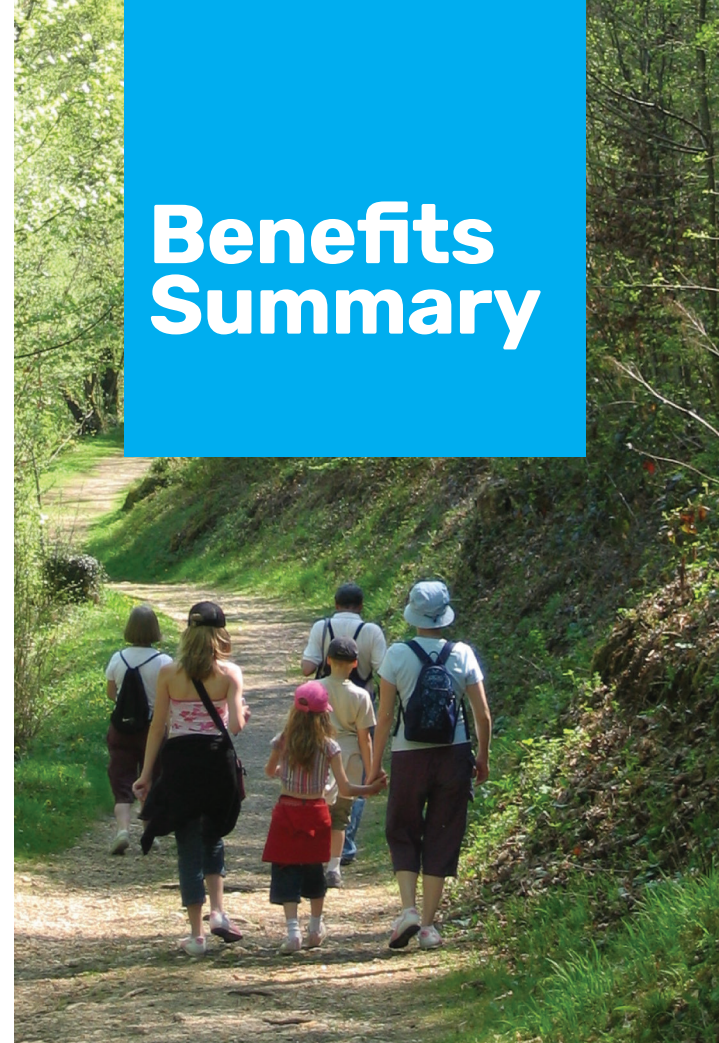
SYMPHONY RISK SOLUTIONS, LLC.

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If there is a conflict between the information contained herein and the Company's Employee Handbook, the Employee Handbook will prevail. The Company reserves the right to modify its policies as it deems appropriate.

Benefits Summary



**VeniceHills
Medical
Associates**

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MEDICAL BENEFITS



FULL TIME employees are eligible to participate in medical coverage after **60 consecutive days of employment** with the following enrollment options:

- Anthem HMO Priority Select
- Anthem HMO CaliforniaCare
- Anthem PPO Select
- Anthem PPO Prudent Buyer
- Anthem PPO with HSA

DENTAL AND VISION



FULL TIME employees are eligible to participate in dental and vision coverage after **60 consecutive days of employment** with the following enrollment options:

- MetLife Dental PPO
- MetLife VSP Vision Network

FINANCIAL BENEFITS



FSA (flexible spending account)

FULL TIME employees after **60 consecutive days of employment** may elect to participate in the Flexible Spending Account, which allows the employee the option to set aside up to \$1,000 per year pre-taxed to be used toward eligible medical expenses (including co-pays, medications, medical services, etc.).



401k

Immediately upon the start date, **FULL TIME** and **PART TIME** employees are eligible to contribute to an individual 401(k) Retirement Plan. After one year and 1,000 hours of service and upon the enrollment entry points (January or July of each year), employees will receive a Company match of up to 50% of the first 4% (maximum of 2% match).

Newly eligible employees who have existing retirement plans will have rollover options.

ADDITIONAL BENEFITS



Employees are eligible to receive additional benefits after **60 days of continuous employment** and upon a qualifying event.

Employee Paid Benefits (optional):

- Voluntary Life up to \$500k
- Accident
- Critical Illness
- Hospital Indemnity

FULL TIME employees, immediately upon the start date, are eligible to receive discounted rates from **Symphony Risk Solutions** for the following coverages:

- Homeowners Insurance
- Car Insurance

Convenient payment options are available.