


  
**Summary of Benefits**

Benefit Type	Plan Overview
Medical Plan	Employees have a choice between a Co-Pay plan and a High Deductible Health Plan with a Health Savings Account.
Wellness Program	We are committed to investing in the well-being of employees and their family members. Employees get <b>free</b> assistance reaching their health and wellness goals through biometric health screenings, wellness challenges, education, and individual coaching. <b>Eligible participating employees receive a significant health insurance discount or wellness waiver incentive.</b>
Health Savings Account	Employees enrolled in a High Deductible Health Plan may set aside money in a pre-tax Health Savings Account for medical, dental, and vision eligible expenses. <b>Employees enrolled in wellness program are eligible to receive a substantial employer contribution to their HSA account.</b>
Flexible Spending Accounts	Employees have 3 flexible spending account options that allow for pre-tax contributions to the following type of accounts: <ul style="list-style-type: none"> <li>• Health Care – this account can be used for eligible medical, dental, and vision expenses.</li> <li>• Dependent Care – this account can be used to cover costs for the care of eligible dependents.</li> <li>• Limited Purpose – this account can be used for eligible dental and vision expenses. (May be used in combination with a Health Savings Account.)</li> </ul>
Dental Plan	<b>Employer paid dental coverage for employees.</b> Tiered benefit system up to 100% coverage of specified services. Additional coverage options for family.
Vision Insurance	Provides coverage for routine yearly eye exams and low copay for non-routine optometry needs. Plan pays for glasses or contacts once in a 12 month period.
Short Term Disability	The employer provides a short-term disability policy that offers 65% income replacement for eligible employees at <b>no cost to the employee</b> for up to 90 days.
Long Term Disability	Eligible employees receive a benefit equal to 60% of the employee's base salary for qualifying conditions after 90 days.
Paid Time Off (PTO) Bank	Employees accrue PTO on an hourly basis. PTO may be used for vacations, sick days, holidays and other personal time off.
Employer Sponsored Life and AD&D Insurance	Basic Life and Accidental Death and Dismemberment (AD&D) insurance plan provided at <b>no cost to the employee.</b> Eligible employees receive benefit of \$25,000 basic employee life and AD&D benefit. Additional benefit of employer paid dependent basic life available for those eligible.
Supplemental Insurance Options	Additional Voluntary Life and AD&D coverage options are available to employees.
Tuition Reimbursement	Up to \$5,250 per calendar year reimbursement for eligible full time employees. \$2,500 per calendar year reimbursement for eligible part time employees.
401(k) - Contribution and Employer Match	Employees are eligible to participate in the 401(k) plan immediately. After completing 1 year of service, the company will match 100% on the first 3% an employee contributes and 50% on the next 3% an employee contributes, maximum employer match 4.5% of salary. Immediate 100% vesting of employer match.
Employee Assistance Program (EAP)	Continuum EAP is a confidential service offering counseling, legal and financial services to employees and their immediate family members at <b>no cost to the employee.</b>
Employee Health Office	On-site Employee Health office that can assist with routine vaccinations, allergy injections, strep and COVID testing.
Corporate Discounts	Discounts for eligible employees at Sutton Dermatology and Aesthetics on products and aesthetics procedures. Additional corporate discount lists available.
ACE Program	Our Achieving Clinical Excellence (ACE) program offers eligible RNs the opportunity to progress on a clinical career ladder and achievement of different levels receive an additional incentive bonus.
Bonuses	We offer a variety of bonus programs for staff from hiring and referral bonuses to semi-annual staff bonus that recognize and reward the effort of our staff.
Uniform Reimbursement	All positions with a required uniform are eligible for reimbursement of uniform purchases and a yearly benefit to purchase new uniforms.