



EMPLOYEE BENEFIT SUMMARY

<u>Employee Benefits</u>	<u>Eligibility Requirement</u>	<u>Description of Benefit</u>																				
Health & Supplemental Insurance	30 days employment	Health provided by Blue Cross/Blue Shield of Alabama																				
Dental Insurance	30 days employment	Provided by Delta Dental (includes orthodontic coverage)																				
Vision Insurance	30 days employment	Provided by Humana Insurance																				
Short-Term and Long-Term Disability	30 days employment	Voluntary benefit provided through Principle Life																				
Mentorship Program	New PT graduates	One-year formal mentorship program																				
MedBridge Annual Subscription	Full Time PT's & PTA's	Provides general course offerings, 3-D library for patient education, Manual therapy technique videos & more																				
APTA Dues	Full Time PT's & PTA's	Covered @ 50% annual membership																				
401K	3 months of employment, 21 yrs. of age	Employer match 100% up to 3% of employee contribution plus 50% of the next 2% of employee contribution																				
Vacation	Accrual begins immediately. Eligible for benefit after 6 months	Vacation time accrues on a monthly basis from date of employment. Total days earned yearly are: <table border="1" style="margin-left: 20px;"> <thead> <tr> <th colspan="2"><u>Full-Time Exempt (salaried)</u></th> <th colspan="2"><u>Full-Time Non-Exempt (hourly)</u></th> </tr> <tr> <th><u>Yrs. of Service</u></th> <th><u>Days Accrued</u></th> <th><u>Yrs. of Service</u></th> <th><u>Days Accrued</u></th> </tr> </thead> <tbody> <tr> <td>0-5 years</td> <td>15 days/yr.</td> <td>0-5 years</td> <td>10 days/yr.</td> </tr> <tr> <td>5-10 years</td> <td>17 days/yr.</td> <td>5+ years</td> <td>15 days/yr.</td> </tr> <tr> <td>10+ years</td> <td>20 days/yr.</td> <td></td> <td></td> </tr> </tbody> </table> <p>(max carry over per yr. cannot exceed your annual accrual) <u>Part-time Clinical Licensed (24 hrs./wk. or more)</u> Accrue three weeks of vacation each year. Vacation hours will equal average hours worked during each week over a three-month period. <u>Part-time non-Clinically Licensed (24 hrs./wk. or more)</u> Accrue two weeks of vacation each year. Vacation hours will equal average hours worked during each week over a six-month period.</p>	<u>Full-Time Exempt (salaried)</u>		<u>Full-Time Non-Exempt (hourly)</u>		<u>Yrs. of Service</u>	<u>Days Accrued</u>	<u>Yrs. of Service</u>	<u>Days Accrued</u>	0-5 years	15 days/yr.	0-5 years	10 days/yr.	5-10 years	17 days/yr.	5+ years	15 days/yr.	10+ years	20 days/yr.		
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Sick Leave	Accrual begins immediately. Eligible for benefit after 6 months. (Not paid if employee resigns or is terminated)	<table border="1" style="margin-left: 20px;"> <thead> <tr> <th></th> <th><u>Full-time</u></th> <th><u>Part-time (24 hrs./wk. or more)</u></th> </tr> </thead> <tbody> <tr> <td>Amt. earned per yr.</td> <td>6 days</td> <td>16 hours</td> </tr> <tr> <td>Maximum carryover</td> <td>15 days</td> <td>32 hours</td> </tr> </tbody> </table>		<u>Full-time</u>	<u>Part-time (24 hrs./wk. or more)</u>	Amt. earned per yr.	6 days	16 hours	Maximum carryover	15 days	32 hours											
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Holidays	Immediate (floating holidays not paid if employee resigns or is terminated)	Potentially eight holidays per year for full-time and part-time (24+ hrs./wk.) employees, depending on month of hire. Six holidays are designated, New Year's Day, July 4 th , Labor Day, Thanksgiving Day, Christmas Day & Memorial Day. Two are personal holidays. Part-time employees (24+ hrs./wk.) are eligible for 4 hrs. of pay for each holiday (if holiday falls on a day normally worked). *New employee's month of hire will determine how many personal holidays they receive during that calendar year.																				
Bereavement Leave	Immediate	Paid leave available to full-time employees for the death of an immediate family member up to 3 days depending on travel constraints.																				
Leaves of Absence	Varies depending on type of leave	Family, personal, medical, jury and military leaves are offered.																				
Continuing Education	90 days employment	Available to full & part-time employees in specific positions. Reimbursed at 80% of course & 60% of related expenses.																				
Payroll Direct Deposit	Immediate	Direct deposit of paycheck to personal checking &/or savings accounts.																				

Health Insurance w/prescription and Dental Insurance premiums are paid 80% by the company, all other plans are paid by employee.