



EMPLOYEE BENEFITS SUMMARY

LIFE INSURANCE COVERAGE PROVIDED AT NO COST TO THE EMPLOYEE:

- Basic life and AD&D insurance coverage equal to 2 times annual salary

OPTIONAL INSURANCE COVERAGE AVAILABLE ON A SHARED-COST BASIS:

- Healthcare insurance for employee and family
- Second half (\$1,000) of employee deductible reimbursable
- Dental/Vision Insurance program

ON A CONTRIBUTORY BASIS:

- AFLAC products available

RETIREMENT PLAN:

- At one year of service Solvista Health begins contributing 9% of employee income into a SEP IRA (Simplified Employee Pension) plan with Raymond James or Vanguard
- Employees may contribute to a 403b individually at anytime with Raymond James or Vanguard

FLEXIBLE SPENDING PLANS:

- Allows eligible employees to save taxes on health and dependent/elder care

VACATION AND HOLIDAYS:

- Vacation accrual based on year of service: 0-2 years = 12 hours per month, 2-5 years = 14 hours per month, over 5 years = 16 hours per month
- Ten designated paid holidays per year (prorated for part-time employees working more than 20 hours per week)

EXTENDED LEAVE BANK:

- Employee accrues 66 hours per year to use toward extended illness of employee or family member without compromising PTO time

ADDITIONAL BENEFITS:

- Fitness Center program
- Licensure reimbursement
- Progressive skills enhancement training opportunities available (job related and management approved)
- NHSC—HRSA—Health Service Corps. –Tuition Loan Repayment