



## **Non-Provider Benefits**

### **Join Our Growing Team**

*Live, Work, Play in Beautiful Northern California Commu*

#### **Exceptional Employee B**

*For Regular Full-time Employee*

- **Competitive Salaries – Market Priced**

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- **Outstanding Insurance Benefits**

- Health Insurance

- enefit Package**

- o Employee's medical, dental and vision are
    - o Starts 1<sup>st</sup> of the month following 30 days of employment
    - o Medical Plan: Blue Shield PPO or Kaiser HMO (employee choice)
    - o Dental Plan: Lincoln Dental Plan
    - o Vision Plan: Guardian (VSP) Vision Plan
    - o Dependent coverage is offered at group rates (80% employer paid)

- 100% employer**

- Life Insurance

- o \$50,000 term life insurance on employee (Double Indemnity
    - o Dependent coverage is offered at group rates (employer paid)

- **Long Term Disability**

- **Tax Deferred Annuity Program**

- o Employees may contribute effective immediately after hire date
  - o Up to 6% of gross income agency matching after one year of employment and 1,000 hours

*AD&D)*

- **Generous Paid Time Off (PTO) & Paid Holidays**

- o Starting with 17 days and up to 27 days PT
  - o 11 scheduled paid holidays per year
  - o 1 floating additional paid holiday after 6-month introductory period

- **Healthy Work-Life Balance**

- o No night or weekend hours
  - o Beautiful Northern California communities **6** annually (based on years of service)

- **Opportunities for Advancement**

- **Employee Assistance Program (EAP)**

- o EAP provides support and guidance to employees for matters that range from personal issues to everyday life topics (i.e., legal, family mental health, etc.)

- **Flexible Spending Account (FSA) Program**

- o Employees may participate in an FSA that allows them to save a portion of their pre-tax income to be used to pay for qualified medical or dependent care expenses.

*, financial, relationship,*



## **Provider Benefits**

### **Join Our Talented Community of Providers**

*Fulfill Your Passion for Helping Others*

#### **Exceptional Provider Benefit Package**

- **Competitive Salaries & Signing Bonus**
- **Healthy Work-Life Balance**
  - Monday – Friday schedule and no night or weekend hours
  - Low provider to patient ratio
  - Team oriented approach to medicine
  - Beautiful Northern California health centers and surrounding communities
- **Loan Repayment Opportunities**
  - Through programs such as IHS, NHSC and other federal and state programs
- **Continuing Education Allowance and Paid Time Off**
  - Up to \$2,500 and 5 paid days
- **Mal-Practice Insurance & Tail Coverage**
- **License Renewal Assistance**
- **DEA Application Fee Waiver Based on Indian Health Improvement Act**
- **Outstanding Insurance Benefits**
  - Health Insurance
    - Employee's medical, dental and vision are **100% employer paid**
    - Starts 1<sup>st</sup> of the month following 30 days of employment
    - Medical Plan: Blue Shield PPO or Kaiser HMO (employee choice)
    - Dental Plan: Lincoln Dental Plan
    - Vision Plan: Guardian (VSP) Vision Plan
    - Dependent coverage is offered at group rates (80% employer paid)
  - Life Insurance
    - \$50,000 term life insurance on employee (Double Indemnity AD&D)
    - Dependent coverage is offered at group rates (employer paid)
- **Long Term Disability**
- **Tax Deferred Annuity Program**
  - Employees may contribute effective immediately after hire date
  - Up to 6% of gross income agency matching after one year of employment and 1,000 hours
- **Generous Paid Time Off (PTO) & Paid Holidays**
  - Up to 27 PTO days annually (dependent upon years of service)
  - 11 scheduled paid holidays per year
  - 1 floating additional paid holiday after 6-month introductory period
- **Employee Assistance Program (EAP)**
  - EAP provides support and guidance to employees for matters that range from personal issues to everyday life topics (i.e., legal, family, financial, relationship, mental health, etc.)
- **Flexible Spending Account (FSA) Program**
  - Employees may participate in an FSA that allows them to save a portion of their pre-tax income to be used to pay for qualified medical or dependent care expenses.