



# PROVIDER BENEFITS

*Fulfill Your Passion for Helping Others While Receiving 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 1st 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

Join Our Talented Community of Providers