



### HOLIDAYS

New Year's Day  
Memorial Day  
Independence Day  
Labor Day

Thanksgiving/Day After  
Christmas Day  
Dr. Martin Luther King Jr. Day  
Floating Holiday

### PAID TIME OFF (PTO)

PTO begins to accrue on the employee's hire date, however PTO may not be used during the first 90 days of employment.

EMPLOYMENT LEVEL	0 ▶ 4 YEARS		5 ▶ 7 YEARS		8+ YEARS	
	Hours	Accrual	Hours	Accrual	Hours	Accrual
Staff	140	5.3846	180	6.9231	220	8.4615
Supervisor	160	6.1538	200	7.6923	240	9.2307
Management	180	6.9231	220	8.4615	260	10.0000
Physician & CNP/CNM	180	6.9231	220	8.4615	260	10.0000
Senior Leadership	220	8.4615	260	10.0000	320	12.3077

### 403(b) RETIREMENT SAVINGS

Heart of Ohio Family Health offers a tax-deferred **403(b) Retirement Savings Plan** similar to a 401k. The 403(b) Plan allows you to set aside pre-tax dollars out of your paycheck to save for retirement.

Heart of Ohio Family Health offers a **2% Matching Contribution** to employees enrolled in the plan.

### MALPRACTICE INSURANCE

Malpractice Insurance through the **Federal Tort Claims ACT (FTCA)** are offered to **Heart of Ohio Family Health** providers. FTCA is at no cost to the provider or licensed clinician, protection as described in the Act.

"Our mission is to provide high-quality, holistic, and compassionate care to meet the healthcare needs of everyone in our diverse community, one **heart** at a time."

### GROUP INSURANCE PROGRAMS

Employees who work **30 hours** or more per week are eligible for our Medical, Dental & Vision benefits. **Heart of Ohio Family Health** pays 75% of premium & Employee pays 25%.

### MEDICAL PLAN

**Anthem**  
(Bi-weekly Contributions)

EMPLOYEE TIER	HRA	PPO
Single	\$71.31	\$85.88
Employee + Spouse	\$156.74	\$188.75
Employee + Child(ren)	\$120.37	\$144.96
Family	\$220.14	\$265.10

### DENTAL PLAN

**Anthem**  
(Bi-weekly Contributions)

EMPLOYEE TIER	EMPLOYEE CONTRIBUTION
Single	\$3.34
Employee + Spouse	\$7.32
Employee + Family	\$11.72

### VISION PLAN

**Superior Vision**  
(Bi-weekly Contributions)

EMPLOYEE TIER	EMPLOYEE CONTRIBUTION
Single	\$0.57
Employee + Spouse	\$1.14
Employee + Child(ren)	\$1.11
Family	\$1.69

### 100% EMPLOYER PAID BENEFITS \*

**Short Term Disability:**  
**Dearborn National**

Benefit pays 60% of normal salary after 14 day waiting period.

**Life Insurance:**  
**Dearborn National**

Benefit equals the employee's annual salary up to \$50,000.

**Employee Assistance Program (EAP):**  
**Anthem Blue Cross and Blue Shield**

EAP is offered by **Anthem Blue Cross and Blue Shield** to help you meet life's challenges. Some of the services offered at no cost to you are counseling, legal and financial consultation, ID recovery and crisis support.

\* Effective the 91st day of employment.

### ADDITIONAL BENEFITS

- **Tuition Reimbursement**
- **National Health Service Corp (NHSC) Loan Repayment Programs:**
  - **State of Ohio:** only for Physicians
  - **Federal HRSA:** open to all practitioners
  - **STAR LRP**
  - **Nurse Corps LRP**
  - **Students to Service Loan Repayment Program (S2S LRP)**
- **Long-Term Disability** (100% Employee-Paid)
- **New York Life Insurance** (100% Employee-Paid)
- **The Standard** (100% Employee-Paid)
  - Accident
  - Critical Illness
  - Hospital