

PONESSA EMPLOYEE BENEFITS

BENEFIT	FULL TIME	PART TIME
CORE BENEFITS		
Bereavement – Paid Leave of Absence	✓	
Clinical Supervision for Licensure	✓	✓
Holidays – 6 per year	✓	
Jury Duty – Paid	✓	
Other Leave of Absences - <i>Maternity/Paternity, Military, personal etc.</i>	✓	✓
Paid Time Off (PTO)	✓	
Professional Liability Insurance coverage (<i>excludes medical providers</i>)	✓	✓
Unemployment Insurance coverage	✓	✓
Unpaid Time Off – Up to 40 hours/annually	✓	✓
Worker’s Compensation Insurance coverage	✓	✓
Employee Perks Program - <i>employee discounts through local participating businesses</i>	✓	✓
Tuition Discount Program – <i>10% -25% with partner colleges/universities</i>	✓	✓
PTO Cash Out – <i>End of year any PTO above 40 hours</i>	✓	
Employee Anniversary Recognition – <i>awards for milestone anniversaries</i>	✓	✓
401K & Roth IRA Retirement Savings Options - <i>eligible to participate after 1 year of employment, completing minimum 1000 hours during that year and being age 21 or older.</i>	✓	✓
VOLUNTARY INSURANCE BENEFITS		
ABLEPAY - No cost benefit that can save employees upto 13% off their medical deductible, coinsurance and copays at participating providers	✓	✓
Accident Insurance*	✓	✓
Cancer Insurance*	✓	✓
COBRA – <i>Benefit continuation after employment terms*</i>	✓	✓
Critical Illness Insurance*	✓	✓
Dental Insurance*	✓	✓
Health Insurance (Medical & Prescription Drug)	✓	
Hospital Confinement (Bridge) Insurance*	✓	✓
Life Insurance*	✓	✓
Long Term Disability Insurance*	✓	✓
Short Term Disability Insurance*	✓	✓
Vision Insurance*	✓	✓

Notes:

* Part time employees must carry at least 15 hours per week or more to be eligible to participate in coverage.