

BENEFIT SUMMARY SHEET

BENEFIT/ELIGIBILITY	DESCRIPTION
Unlimited Time Off Eligible to all employees. Begins on the first day of employment	No limit on the amount of time an employee can take off work. The employee can work as many or as little hours as they wish without being penalized. (Notifications must be made 2 weeks prior to taking off work whenever possible.)
Dental Insurance Eligibility begins the first day of the month following the first 30 days of employment.	Delta Dental of Arkansas CME pays 100% of premium cost of employees only. <i>(Employee cost: employee only coverage = \$0/month)</i> CME pays ½ premium cost for family plan. <i>(Employee cost: employee + family coverage is \$39.34/month)</i>
Vision Insurance Eligibility begins the first day of the month following the first 30 days of employment.	Delta Vision CME pays 100% of premium cost of employees only. <i>(Employee cost: Employee only coverage = \$0/month)</i> CME pays ½ premium cost for family plan. <i>(Employee cost: Employee + spouse = \$7.21/month Employee + children = \$8.56/month Employee + family = \$15.58/month)</i>
Accident Insurance* Eligible to all employees	Accident Insurance pays a cash benefit for accidental injuries directly to the employee. Coverage may be purchased at a discounted group rate at the employee's expense.
Cancer/Specified Disease Insurance* Eligible to all employees	This covers many things from cancer screenings to surgeries due to a cancer diagnosis. Cash benefits will be paid directly the employee to help off-set medical costs. Coverage may be purchased at a discounted group rate at the employee's expense.
Critical Illness Insurance* Eligible to all employees	Critical Care Protection is designed to provide the employee with cash benefits if they experience a specified health event, such as sudden cardiac arrest or end-stage renal failure. Coverage may be purchased at a discounted group rate at the employee's expense.
Disability Insurance* Eligible to all employees	Short-term disability insurance pays benefit directly to the employee each day that they are disabled and cannot return to work. Coverage may be purchased at a discounted group rate at the employee's expense.
Hospital Indemnity Insurance* Eligible to all employees	Hospital Indemnity will pay direct benefits directly to the employee in such case that hospitalization is required. Coverage may be purchased at a discounted group rate at the employee's expense.
Life Insurance* Eligible to all employees	Life insurance offers different options from Term-Life to Whole-Life and is available at different amounts of time and financial coverage. Coverage may be purchased at a discounted group rate at the employee's expense.

*These benefits are offered at a group rate through AFLAC Supplemental insurance. Coverage may be purchased at the employee's cost, at a reduced group rate. Interested employees will be connected to our professional AFLAC representative. Eligibility begins the first day of the month after starting work and lasts for 60 days. After that time, the employee must wait until the yearly open-enrollment period.



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CEU Reimbursement Allowance Eligible to all employees working on average 25+ hours per week.	Employees will receive a \$200 reimbursement allowance per year for Continuing Education costs.
Materials Reimbursement Allowance Eligible to all employees working on average 25+ hours per week.	Employees will receive a \$200 reimbursement allowance per year for therapy related materials.
Supervision Pay Eligible to all employees with supervision approved credentials	Supervising therapists will receive \$1/hour for every hour the supervised employee works.
Company Paid Time Off Eligible by week for any exempt employee working 28+ hours.	Employees working 28+ hours in one week will receive 0.5 hour of Paid Time Off for that week. In addition, when an employee works 38+ hours in one week they will receive an extra 0.5 hour of Paid Time Off for that week.
Professional Liability Insurance Eligible to all professional employees	CME carries professional Liability insurance coverage for all professional employees. Coverage is automatic and the employee will be added to the policy upon hire.
Reward/Recognition Eligible to all employees	Employees may receive discretionary awards/gifts for outstanding work above and beyond their job requirements.
Discount Program Eligible to all employees. Just show your CME name badge.	10% Discount on total purchase at Fizz Facial Bar More discount programs will potentially be added in the future
Fun Employee Events Eligible to all employees	Company events to help moral, to show employee appreciation, and to help build employee bonds. Examples: Christmas party, company picnic, catered lunches, self-care parties, etc...
Health Insurance Counseling and Coordination Eligible to all employees	Counseling and coordination with a BlueCross BlueShield insurance agent is available to any employee wishing to obtain Health Insurance for themselves or their family.
Other Benefits	<ul style="list-style-type: none"> • Be a part of a close-knit family. • Work with and learn from 40+ seasoned therapists. • Little to no travel • Casual dress • Multi-disciplinary team approach • Paperless Documentation • Independent Contractor Option • Worker's Compensation Insurance • Competitive wages • Supported CFY experience. • Because we bring kids into the clinic through our free vanning program, there is minimal downtime between patients, maximizing your time during the workday

**This benefit sheet is intended to be a brief overview of general information regarding CME, Inc's benefit offerings. CME, Inc. reserves the right to modify it's benefits at any time. For more detailed information please contact Human Resources.