



Employee Benefits

Benefits for eligible American Care employees

Benefits for All Eligible Employees

- 401(k) retirement savings plan with up to a 4% company match
- Group health insurance plan (w/ prescription benefits)
- Group dental plan
- Free flu shots
- Direct deposit in up to three separate checking or savings accounts
- Opportunities for advancement
- Employee Assistance Program
- Service Awards

Additional Benefits for Eligible Employees

- Paid Time Off (PTO)
- Four fully paid holidays & three partially paid holidays
- Company-paid life insurance (w/ accidental, death, and dismemberment benefits)
- Bereavement pay
- Jury duty pay
- Group supplemental plans (for example: short-term disability, long-term disability, accident, hospital, etc.)
- Discounts on services provided by our medical centers
- Additional benefits for health services provided at clinics beyond the health insurance plan benefits
- Holiday Exchange (select another day off when you work a holiday)

Training Opportunities

- Training provides every associate with structured, on-the-job training facilitated by a designated trainer
- Mentoring programs for new managers and new support staff associates.
- Ongoing development occurs throughout the year as associates receive additional training that update the way an associate performs the job.
- Leadership development programs provide the knowledge and skills necessary to successfully fulfill the role of managing and leading others.
- Operational training programs to ensure our managers are proficient in business aspects of managing their departments.

Other Benefits

- Discounts on certain goods and services.
- A limited number of uniforms are provided annually.
- Free Parking at our facilities

Benefits described here are subject to plan documents, eligibility rules and waiting periods. Plan documents govern in all cases. American Care may change or discontinue any benefit at any time. This summary is not an offer of employment or a contract.