



TEXAS PANHANDLE CENTERS SUMMARY OF BENEFITS

PAID TIME OFF (PTO)

Up to 2 Years of Employment	2-5 Years of Employment	5-10 Years of Employment	10-15 Years of Employment	15-20 Years of Employment	20-25 Years of Employment	25+ Years of Employment
Earn 5.54 hours bi-weekly	Earn 6.46 hours bi-weekly	Earn 7.38 hours bi-weekly	Earn 8.31 hours bi-weekly	Earn 9.23 hours bi-weekly	Earn 10.15 hours bi-weekly	Earn 11.08 hours bi-weekly
250 hour maximum carryover per year	288 hour maximum carryover per year	300 hour maximum carryover per year	336 hour maximum carryover per year	360 hour maximum carryover per year	380 hour maximum carryover per year	400 hour maximum carryover per year

GROUP BENEFITS

Employees become eligible for insurance benefits the first day of the month after 60 days

Medical Coverage	TPC Pays	Employee Pays
Employee Only	\$735.00 per month	\$56.00 per month
Employee Plus Child/Children	\$851.00 per month	\$468.00 per month
Employee Plus Spouse	\$861.00 per month	\$524.00 per month
Employee Plus Family (spouse and child/children)	\$864.000 per month	\$816.00 per month
Dental Coverage	TPC Pays	Employee Pays
Employee Only	\$23.00 per month	\$0
Employee Plus Child/Children	\$23.00 per month	\$37.00 per month
Employee Plus Spouse	\$23.00 per month	\$39.00 per month
Employee Plus Family	\$23.00 per month	\$42.00 per month
Vision Coverage		Employee Pays
Employee Only		\$10.50 per month
Employee Plus One Child		\$12.50 per month
Employee Plus Multiple Children		\$20.50 per month
Employee Plus Spouse		\$15.50 per month
Employee Plus Family		\$20.50 per month

TelaDoc Medical Services		Staff are able to face-time or speak to a licensed provider over the phone for minor medical issues. There is no cost to the employee for this service.										
CareToday Urgent Care		Staff may see a licensed provider within an urgent care setting for minor medical issues at CareToday's Bell Street or Grand Street locations for \$10 co-pay.										
Life Insurance	TPC pays 1.5 times the employee's annual salary	Employee may purchase optional life insurance policies for themselves, their spouse, and/or their children.										
Employee Assistance Program (EAP)	Mental health, financial, and legal counseling and consultations for employees and their household members											
Supplemental Policies	Employees may purchase the following policies from American Fidelity Assurance: Cancer Permanent Life Disability Critical Care Accident Long Term Disability											
Holidays	<table border="0"> <tr> <td>New Year's Day</td> <td>Thanksgiving Day</td> </tr> <tr> <td>Martin Luther King Day</td> <td>Friday After Thanksgiving</td> </tr> <tr> <td>Memorial Day</td> <td>Christmas Eve Day</td> </tr> <tr> <td>Independence Day</td> <td>Christmas Day</td> </tr> <tr> <td>Labor Day</td> <td></td> </tr> </table> <p>Floating Holiday-After one year of employment, employees are eligible to receive one (1) floating holiday on the first of September each year. This holiday must be used by August 31st of the same fiscal year (September – August).</p>		New Year's Day	Thanksgiving Day	Martin Luther King Day	Friday After Thanksgiving	Memorial Day	Christmas Eve Day	Independence Day	Christmas Day	Labor Day	
New Year's Day	Thanksgiving Day											
Martin Luther King Day	Friday After Thanksgiving											
Memorial Day	Christmas Eve Day											
Independence Day	Christmas Day											
Labor Day												
Retirement	TPC will match employee's contributions up to 6%	<p>Employees will become vested in their retirement according to the following schedule:</p> <table border="0"> <tr> <td>2 years: 20%</td> <td>5 years: 80%</td> </tr> <tr> <td>3 years: 40%</td> <td>6 years: 100%</td> </tr> <tr> <td>4 years: 60%</td> <td></td> </tr> </table>	2 years: 20%	5 years: 80%	3 years: 40%	6 years: 100%	4 years: 60%					
2 years: 20%	5 years: 80%											
3 years: 40%	6 years: 100%											
4 years: 60%												

**Out of Pocket
Maximum**

Individual=\$7525.00

Family=\$15,000