

Summary of Benefits Therapists

- **Illinois CEU.** The practice will provide you with unlimited access to a CEU platform for you to accrue the necessary CEU hours for your Illinois clinical license.
- **Health Insurance.** Health insurance coverage is available as of the first day of the month following commencement of employment and subject to the applicable employee contributions.
- **Dental & Vision Insurance.** The practice offers voluntary dental and vision insurance.
- **Flexible Benefits.** The practice allows Therapists to contribute a portion of their pre-tax wages to Commuter Benefits, a Dependent Childcare Savings Account, and a Flexible Spending Account.
- **Short- and Long-Term Disability Insurance.** The practice pays the full premium for short- and long-term disability insurance for all full-time employees. Employees are eligible for short- and long-term disability insurance the first of the month following ninety (90) calendar days of employment. These benefits are explained in materials provided by the insurance carrier.
- **Professional Liability Insurance.** The practice will provide professional liability insurance for all clinical employees on a claims made basis.
- **Holidays.** Generally, and depending upon the day on which a holiday falls, the practice observes 8 paid holidays.
- **Paid Time Off.** The practice provides Therapists with 80 hours (10 days) of fully vested paid leave at the beginning of each calendar year.
- **License Renewal Fee.** The practice will pay for, or reimburse, all Therapists for the costs of renewing their Illinois clinical licenses.
- **Professional Associations.** The practice will pay for, or reimburse, all Therapists for the membership fees and the cost of joining a single division for both your national and state professional associations.
- **401(k) Plan.** Employees are eligible to participate in the practice's 401(k) plan, pursuant to the terms of the plan.
- **Language Fluency.** Therapists will receive an increase to their annual salary upon successfully passing a healthcare focused language proficiency test, which the practice will pay for at its own expense once every 6 months. The current fluency salary increases are:

Language	Base Salary Increase
Arabic, Cantonese, Mandarin, Spanish	\$1,000.00
All Other Languages	\$500.00
Fluency Salary Cap	\$1,500

- **Technology and Administrative Resources.** The practice provides all Therapists with computer and technology resources and administrative and operational team member assistance.

- **Performance Bonuses.** Therapists are eligible for a guaranteed bonus in April of each year based upon the prior year's 49-week session scheduled session average. Therapist eligibility is based upon exceeding their minimum weekly average.
- **Discretionary Bonuses.** Therapists are eligible for a discretionary bonus in April of each year based upon the following factors: quality and timeliness of work; individual and practice profitability; meaningful participation in committees, mentorship programs, and similar internal activities; meaningful participation in marketing and business development activities; and professionalism.