



Benefits Overview

PediaStaff, Inc., is a full-service pediatric and school-based therapy staffing company that provides services within schools, hospitals, and clinics nationwide. PediaStaff utilizes the contract staffing services of Top Echelon® Contracting, Inc., (TEC) to handle all employment issues (income tax, payroll, benefits, human resources, etc.). Utilizing TEC as your employer gives us the ability to provide you the best support available as well as an assortment of benefits that makes being a contract employee easier!

Some of the benefits include:

- Clinical Support by a Qualified Therapist
- Licensure Reimbursement
- Outbound Travel Reimbursement
- **Prepaid Summer Insurance Option**
- Extra Eight – Summer Pay Plan
- Continuing Education Reimbursement
- Malpractice Insurance Reimbursement
- Mileage Reimbursement
- Per Diem Wages (Lodging/Meals Allowance)

Employee Benefits

Health Insurance: TEC offers employees health insurance through **Anthem Blue Cross and Blue Shield**, one of the largest, most nationally recognized health care companies in the United States. Employees working an average of 30 hours or more per week may elect to participate in one of **THREE Plans**: A traditional low deductible plan, a high deductible plan or a plan that falls in between. Having three plans to pick from gives employees the option to choose the plan that best fits their needs. Premiums for these plans reflect an employer contribution of up to 50% of the “Employee Only” single coverage of the Base Plan.

Dental Insurance: Employees who work at least an average of 30 hours per week have the option to elect dental insurance. This is a voluntary plan where you can choose to see any dentist. 100% of the usual and customary cost is covered for preventive procedures immediately, 80% for restorative procedures immediately, and 50% for major procedures after a 12-month waiting period. The cost to the employee is based on individual, employee and spouse, or family coverage.

Vision Insurance: This voluntary plan is available to employees who work at least an average of 25 hours per week. The vision plan includes savings on vision exams, frames, lenses, and contact lenses. A laser vision correction benefit is also included.

Voluntary Life Insurance: This Voluntary Group Term Life Insurance policy is available to employees who work at least an average of 30 hours per week. You may buy the life insurance in multiples of \$10,000 up to \$500,000, not to exceed five times your annual salary. Additional life insurance may be purchased for your spouse and children. These life insurance policies are portable, meaning you can choose to keep this coverage even when you leave TEC’s employment. Rates are based on your age, amount of coverage, and whether or not you smoke.

Voluntary Accidental Death and Dismemberment Insurance: This Accidental Death and Dismemberment insurance policy (AD&D) is available to employees who work at least an average of 30 hours per week. If a covered employee loses their life caused by an accident, the life insurance amount will be doubled. If the covered employee loses their hand, foot, or sight of one eye caused by an accident, half of the life insurance amount will be paid. If the covered employee loses two of the above caused by an accident, the life insurance amount will be doubled. Rates are based on amount of coverage elected.

Employee Benefits (continued)

401(k) Savings Plan: All eligible employees have the option to join TEC's 401(k) Savings Plan at the end of six months of continuous employment. You can contribute up to 90% of your weekly gross pay on a pre-tax basis up to the current year maximum of \$17,500. If you reach age 50 or older in 2013, you may contribute an additional \$5,500 to the plan. You may roll over previous employers' 401(k) money into TEC's 401(k) immediately.

Disclaimer: Benefits are subject to change based on Top Echelon Contracting, Inc., vendors, suppliers, and company requirements.



Your Recruiting Agent

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