

Health Benefits * Industry Best in Class

At Athletico we offer a comprehensive benefits package, providing eligible employees the ability to choose between **three medical options** including a PPO, HSA, and Minimum PPO plan, as well as **a dental plan** and **a vision plan**. Eligibility begins day one of employment.

Health Savings Account (HSA)

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Employees can contribute funds into a pre-tax HSA to pay for qualified medical expenses now and in the future. **Athletico will match employee contributions, dollar for dollar, on a quarterly basis. Match is for single and family coverage, up to a limit.** HSA funds can also be invested after a minimum balance threshold, and these accounts allow you to enjoy a triple tax advantage.

Health Care & Dependent Care Flexible Spending Accounts (FSA)

Employees can set aside a predetermined dollar amount annually on a pre-tax basis to cover eligible health care and dependent daycare expenses throughout the year.

Commuter Benefits

Employees can set aside pre-tax and post-tax dollars to pay for eligible transportation and parking expenses.

Paid-Time Off (PTO)

Includes Vacation, Sick, And Personal Time

- Eligible employees start accruing PTO immediately upon hire, no waiting period.
- All PTO hours are prorated for new hires based upon date of hire. Calendar year runs from January to December.
- Employees rollover unused PTO, up to a maximum of 40 hours.

401(K) Retirement Plan

All employees age 21 and over may contribute immediately upon hire to a traditional or Roth 401(k). Athletico provides a discretionary 401(k) annual match of an employee's contribution.

Basic Life Insurance and Accidental Death & Dismemberment (Company Paid)

Eligible employees will receive Basic Life insurance and AD&D coverage equal to 2x base salary.

Additional Voluntary Life Insurance (For Employee, Spouse And Children)

Eligible employees can purchase additional life insurance up to 5x base salary. Spousal and child life insurance is also available.

Short and Long-Term Disability (Company Paid)

Eligible employees will be offered Short and Long-Term Disability benefits equal to 60% of pre-disability earnings.

Well-being Programs

Eligible employees also have access to programs such as Ovia, Headspace for Work, Perks at Work, Global Fit, and Healthy Learn.

Employee Assistance Program (Company Paid)

Available 24 hours a day, seven days a week with confidential support, guidance and resources.

Opportunities To Increase Compensation (For Eligible Team Members)

- Annual merit increase eligibility
- Annual incentive opportunities based on eligibility and position

Holidays

New Year's Day, Memorial Day, Labor Day, Independence Day, Thanksgiving Day, Christmas Day, plus two floating holidays.

Athletico strives for clinical excellence through providing unparalleled learning opportunities in order to continuously improve our expertise.

Athletico Offers

- Clinical Program Education
- Annual CEU Calendar
- Residency, Manual Therapy Certification & Fellowship
- Advanced Benefit of Certification
- Regional AU Events



Advanced Benefit of Certification (ABC)

Pathway 1: Up to \$2,500 (includes \$500 for travel)

(CEU Bank \$1,000 + ABC \$2,500 = \$3,500)

Included but not Limited to:

Certified Hand Therapist (CHT), CHT Re-certification, ASTYM, American Institute of Balance-Vestibular and Concussion Certification, McKenzie-MDT, Active Release Technique, Maitland, Institute of Physical Art, Transitional DPT, MBA, Herman and Wallace

Pathway 2: 75% of certification covered

Evidence in Motion (EIM)

Orthopaedic Residency, Sports Residency, Manual Therapy Certification and OMPT Fellowship

Institute of Manipulative Physiotherapy and Clinical Training (IMPACT)

Certified Manual Therapist (CMPT), Certified Orthopaedic Manipulative Therapist (COMT), Fellowship

Annual CEU Bank - Up to \$1,000

- Up to \$1,000 + unlimited access to MedBridge CEU
- Professional Conference Rule
 - Pay for conference from CEU Bank + Travel
- State Licensing Fee
 - Eligible to use CEU Bank
- External Courses

+ Paid Education Days

(5 for Full-Time & 2 for Part-Time)

- Clinician Program Prep Courses (4-8 hours of CEU)
- Regional Athletico University Lectures

+ Free to Clinical Staff

- Clinician Program Prep Courses (4-8 hours of CEU)
- Regional Athletico University Lectures
- CPR Certification/Re-Certification
- MedBridge
- Licensure Prep Courses

+ 40-50 Internal Courses per year

Athletico University is a dynamic system of education opportunities taught by physicians, Athletico staff, and world-renowned practitioners providing cost effective high value courses.



- For current opportunities, please go to: athletico.com/careers
- To join our Talent Community and stay up-to-date on company news, career opportunities and upcoming events, visit: careers-athletico.icims.com/connect