

PROVIDER BENEFITS

Here are some of the benefits you can receive when you become part of the ARcare family:

- Private non-profit culture focused on personal/job satisfaction, shared values, family, education, community involvement, long term viability, sustainability, and success in the pursuit of excellence.
- Work that is conducive to a balanced lifestyle of work+free time+personal recognition/reward+career advancement+compensation for loyalty/longevity
- Competitive salary (Salary or hourly depending on your needs) with annual compensation surveys/review, plus an incentive for working in a rural, medically underserved area and population.
- Productivity Bonus
- Loyalty Bonus for all FT employees (based on hours worked/years of service)
- Liberal benefit package, which includes:
 - Medical insurance with option of Health Savings Account
 - Dental insurance coverage
 - Employee/family clinic services without fee
 - Vision insurance
 - Life Insurance
 - Long & Short Term Disability Insurance
 - Retirement Plan
 - Regular Work Hours/Schedule
 - Malpractice Coverage (FTCA and Wrap around)
 - Paid Holidays
 - Paid Vacation
 - Paid Sick leave
 - FMLA
 - Travel reimbursement
 - CEU/CME allowance/reimbursement
 - Licensure/Professional Dues/Subscription Allowance
 - In-House Trainings (CPR or other required trainings)
 - Opportunity for outside practice/income
 - Opportunity for extra pay for work outside regular hours (ie Saturday clinics)
 - Loan Repayment plans (Eligible for NHSC loan repayment)
 - Tuition Assistance programs/access to higher education
 - Promotion from “within”
 - Mentoring Program—provision of another experienced company employee to assist the new employee in all aspects of beginning a successful and rewarding career with the organization. The goal is to assist the new employee with orientation to the organization, building a working relationship with the new

employee, fostering employee satisfaction, and serving as a resource for ongoing questions.

- Light First Call Schedule (average 1 week/7 days every 26 weeks)
- Feedback Plan—needs assessment, employee satisfaction surveys, exit interviews)
- Preceptorship/Teaching Opportunities
- Established patient base
- Support of all ancillary staff/back office functions
- Electronic Medical Records
- Community involvement and leadership opportunities
- Collegial Support
- Up-to-date/Quality Facilities and Equipment
- Annual review/opportunity for pay increase.
- Annual review of travel related expenses/adjustment prn.
- Long Term Retention of professional staff and leadership.
- Network of support—specialists, hospitals, hospice, home health, LTC facilities, education, child care.
- Private Not for Profit organization with stable history/financial base.
- Community/State/National recognition for excellence.
- Fostering of “Buy In” to the company mission, vision, values—continuous, effective communication and an “inclusionary” mind set which fosters worth, job satisfaction, and a sense of accomplishment.
- Recognition and Awards:
 - Staff recognition awards for years of service, special effort, excellence
 - Staff social events
 - Annual company meeting during work hours/days
 - Staff training on new processes/equipment
 - Birthday recognition
 - Staff suggestions and ideas for improvement
 - Personal or family accomplishments
 - Employee of the Year