

BENEFITS AT A GLANCE – 2023

Health Insurance Benefit	Who is eligible?	When are you eligible?
Medical: Blue Shield Trio HMO Blue Shield Local Access+ HMO Blue Shield HDHP/PPO (HSA) www.blueshieldca.com	Regular Full-Time (40 hours/week) Regular Part-Time (32 hours/week) OB Panel (24 hours/week)	Providers: 1 st of the month following date of hire New Hires: 1 st of the month following 30th day after hire

Benefit *% of U.S. employers offering the benefit	*U.S. Average	Eisner Health
HMO Health Insurance Plan Offered	28%	✓
High Deductible Plan Offered (HSA Eligible)	41%	✓
PPO Health Insurance Plan Offered	71%	✓
Medical Insurance Premium (Employee Only)	\$121/m	19/44/121
Dental Insurance Offered	97%	✓
Vision Insurance Offered	35%	✓
401k/403b Retirement Plan Offered	56%	✓
401k/403b Employer Plans with Match	51%	GRANT
401k/403b Average Match amount	3%	3% GRANT
401k/403b Average Time before 100% vested	3 years	Immediate
Transportation/Parking subsidy up to \$100/month	N/A	✓
Free Chiropractic & Acupuncture care up to 30 combined visits per year	N/A	✓

Benefit *% of U.S. employers offering the benefit	*U.S. Average	Eisner Health
Paid Holidays	6 days	9 days
PTO Average Accrual for FTE (0-5 yr)	10 days	23 days
PTO Average Accrual for FTE (≥5 yr)	15 days	28 days
Paid Jury Duty	87%	✓
Basic Life Insurance (Paid 100% by Eisner)	48%	✓
Long Term Disability (Paid 100% by Eisner)	71%	✓
Flexible Spending Accounts Offered	76%	✓
Health Savings Account Offered	52%	✓
Commuter Spending Account Offered	13%	✓
Employee Assistance Plan	77%	✓
Voluntary Benefits: Accident/Illness, Legal, Pet Insurance, Supplemental Life Insurance, Short Term Disability	70%	✓

