



**YANKTON MEDICAL CLINIC®, P.C.**



## EMPLOYEE BENEFITS AT YANKTON MEDICAL CLINIC, P.C.

### HEALTH INSURANCE

We offer competitive health insurance plans, you choose which one is right for you and your family. Yankton Medical Clinic P.C. offers a 100% employer-paid health insurance option for employees.

A restructuring of our health plans has resulted in lower premiums and for the past three years, there has been no increase in health insurance premiums.

### VISION & DENTAL INSURANCE

Optional dental and vision insurance is available for employees and their families. Premiums are competitive and the benefit plans are generous and cover a wide range of services including an orthodontics plan.

### PROFIT SHARING

Yankton Medical Clinic, P.C. has a unique profit-sharing option for employees. Historically, up to 15% of an employee's base salary is invested in their profit-sharing account with no contribution required on the employee's part. The contribution percent amount fluctuates year-to-year based on a number of variables. This retirement benefit is funded 100% by Yankton Medical Clinic, P.C.

### 401(K) RETIREMENT SAVINGS

A 401(k) retirement savings account is an option for employees to contribute to their retirement savings on a pre-tax basis.

### OPTIONAL & ADDITIONAL INSURANCE

Optional disability and life insurance plans cover employees and beneficiaries in case of the "what ifs".

Additional coverages include cancer, identity theft, and long-term care options that you can choose to plan for the unplanned.

### STUDENT LOAN REPAYMENT

Select high-need positions have the option of having a portion of their student loans repaid. This benefit is available to new employees for select positions.

### PROFESSIONAL DEVELOPMENT & CERTIFICATIONS

Yankton Medical Clinic, P.C. encourages the continuing education of all employees. Any employee is eligible to request for a certification reimbursement in his/her career field.

Nurses who earn certification in a specialty may be eligible for a 3% pay increase and reimbursement of the cost of certification.

### TUITION REIMBURSEMENT

Education is at the core of what we do at Yankton Medical Clinic, P.C. We encourage any employee to advance his or her education. Upon approval, costs for tuition are reimbursed after the successful completion of courses in a degree program.

### OTHER PERKS

Yankton Medical Clinic, P.C. offers a long list of perks just for being a valued member of our family. We have so many to list but here are some of our favorites:

- Mount Marty University athletics tickets
- Yankton Area Concert Assoc. tickets
- Yankton High School activity passes
- Summit Activities Center membership payroll deduction option
- Employee Assistance Program (EAP)
- Counseling referrals
- Legal referrals
- Discounts
- So many resources!
- Verizon Wireless plan discount
- On-site catering vending machine (Yankton location)
- Little Lending Library (Yankton location)
- Oil change exchange (Yankton location)
- work/life balance perk
- The list goes on and on...

