

## 2018 Benefits Overview for Candidates

Twin Cities Orthopedics (TCO) is committed to offering the most market-competitive and comprehensive benefits program at the most reasonable cost to our employees. TCO lives out its core values – Integrity, Service, Quality, Innovation, and Teamwork – in how we approach and deliver our benefits. We openly communicate information about our benefits programs to allow employees to make informed decisions about the coverage for themselves and their dependents. TCO even has an employee benefits committee to help provide input and feedback related to the benefit and wellness offerings.

TCO Benefits Offerings to employees who work 30 or more hours per week:

- Medical
- Health Savings Account
- Flexible Spending Accounts
- Dental
- Vision
- Life and AD&D
- Supplemental Life
- Short Term and Long Term Disability
- Long Term Care
- Identity Theft Protection
- Tuition Reimbursement
- Other employee discounts

### Retirement Plan

TCO provides benefit-eligible employees with retirement benefit options, including the opportunity to contribute to a 401(k) plan and receive a profit share contribution.

### Provider Partnerships

TCO is deliberate in identifying ways to partner with other healthcare and benefit providers to offer quality, cost-effective benefits to employees. TCO offers Orthopedics Services employee benefit discounts to employees and dependents and currently offers partnership discounts to Minnesota Eye Consultants, Doctor on Demand and MN Gastroenterology.

### Wellness Program

TCO values “healthy” employees. We know that when employees focus on wellness, they are happier, healthier, and more engaged. Our Wellness Program provides employees with tools and information to positively impact employees’ health, fitness, and overall well-being.

### PTO and Holidays

TCO recognizes the importance for employees to rejuvenate by stepping away from their day-to-day work responsibilities to spend time with family and friends. We offer Paid Time Off (PTO) as well as the observance of several holidays.

