

Benefits

You've chosen Solvis Home Healthcare because you want flexible hours and interesting assignments. That's great! Now we'll reward you with the compensation and benefits you deserve. Highly competitive pay is just the beginning of what we can offer you. When you work for Solvis Home Healthcare we also provide excellent benefits. Of course, not all benefits are available to everyone - it will depend on your employment status with us.

- Pay Rates and Bonuses - Health Insurance - Referral Bonuses - 401(k) Retirement Plan - Hepatitis B Vaccination - Direct Deposit and Payroll Card - Paid Liability Insurance & Workers' Compensation Coverage

Pay Rates

While pay rates will vary for each assignment, Registered Nurses can receive \$40 - \$75 per visit, while our allied healthcare professionals (nursing assistants, home health aides and companion aides) can receive \$9.00 - \$15.00.

Health Care Insurance

Solvis Home Healthcare offers two insurance options. Both utilize a renowned national network of healthcare providers and cover doctor visits, in-patient services, and prescription medications. Solvis Home Healthcare shares generously in the cost of individual employee coverage and, of course, coverage is available for your spouse and/or dependent children.

As is customary with an employer-sponsored plan, you must meet and maintain certain eligibility requirements. You will need to consistently work at least 32 hours per week, so you'll want to be flexible when scheduling and accepting assignments. Carefully read the plan's Administrative Guidelines that apply to you to learn more about the requirements for obtaining and keeping this insurance coverage.

Now Solvis Home Healthcare can be your only job. Enjoy a truly flexible schedule, earn top pay and feel confident that your family is protected with the medical insurance it needs.

Sign-On Bonus (for certain approved assignments)

We're so glad you have chosen Solvis Home Healthcare that we want to reward you with a sign-on incentive. If you're an RN, you may receive up to \$1,000 as a sign-on bonus.

In order to qualify for a sign-on bonus, you must:

- 1) Complete an employment application.
- 2) Participate in a personal interview at a Solvis Home Healthcare office within two weeks after you are contacted by one of our recruiters.
- 3) Meet our minimum requirement of 400 hours worked in a 12-week period. Cancel pay, on-call, and orientation hours do not count as hours worked for the purposes of this program.

All other advertised bonus or incentive offers are void with this bonus. We reserve the right to modify or eliminate this program at any time.

Referral Bonuses

Earn more money for your referrals! We think you'll like working for Solvis Home Healthcare so much that you'll want friends to join our team as well! If you refer an RN or certain allied personnel, you qualify for up to \$300 each!

Once your referral has been paid for 120 hours within 120 days of their first shift, a separate bonus check will be mailed to you. Taxes are withheld in accordance with Federal guidelines. It's easy. Just send us the names of your friends on the Referral Form and we'll do the rest!

Call to receive a referral form and fax it to your local office. Call your local office if you have questions.

Hepatitis B Vaccination

We are concerned about your health and well-being so we offer a free vaccination program to reduce the spread of the Hepatitis B virus. You may enroll in this program upon date of hire or any other time during your employment with us. The program consists of three separate inoculations given at varying intervals.

To receive this benefit you must be an active nursing employee and complete our mandatory training on the Universal Precautions and pass a written OSHA Blood borne Pathogen Exam.

Please contact your local office as to how to complete the necessary training and shift requirements.

Direct Deposit and Payroll Card

By enrolling in Direct Deposit or Payroll Card, your pay arrives in your account on the day you're scheduled to be paid and is immediately available for withdrawal. No longer are you forced to rely on the postal service to deliver your money, wait for the bank to credit your check, or pay the high fees of check cashing companies. Simply complete an enrollment form and return it to your local office.

Don't have a bank account? Not to worry. The Payroll Card is designed just for you! The Payroll Card is a service that will allow you to access your pay through ATMs throughout the country. There is no charge for enrollment , but a small fee applies to withdrawals and purchases. Individuals who wish to enroll in this service should complete an application.

If you have questions about either service, contact your local office.

Paid Liability Insurance & Workers' Compensation Coverage

Solvis Home Healthcare will provide you with professional liability insurance to cover errors or omissions while performing duties within the course and scope of your employment. To preserve this coverage, it is your responsibility to immediately report any actual or alleged incident involving patient injury or death. In addition, you must cooperate with all provisions of the applicable medical professional liability insurance policy.

401K Now Available!

