



GONZABA

MEDICAL GROUP

As a member of the Gonzaba “family” you are eligible for a wide array of benefits.

- Health and Wellness
 - 3 Health Insurance Plans through Aetna
 - Dental Insurance through MetLife
 - Vision Insurance through VSP
 - Life Insurance (at no charge to the employee; 100% Gonzaba funded)
 - Supplemental Insurance Coverage such as LTD, STD, AD&D, Hospital and Cancer through AFLAC.

- Work/Life Balance
 - PTO (Paid Time Off)
 - Paid Holidays (Gonzaba Medical Group recognizes 8 holidays annually)
 - Flexible Scheduling

- Employee Perks
 - Employee Referral Bonus Program
 - On-Site Yoga
 - Tuition Reimbursement
 - Company Softball Team
 - Annual Company Christmas Party
 - Continuous on-the-job training

PTO: Gonzaba Medical Group provides full-time employees with paid time off. This benefit is to ensure that our employees are enjoying their life outside of work as well. It is important to maintain a healthy work/life balance and we value that at Gonzaba. PTO is earned on a monthly basis and your accrual rate will increase as your years of service increase. Please see the below chart.

Years of Service	Staff Accrual Rate Per Year	Management/Provider Accrual Rate Per Year
1-3	15 days	20 days
3-5	20 days	23 days
5+	25 days	25 days

Paid Holidays: Gonzaba Medical Group provides full-time employees with 8 paid holidays a year. This benefit is to allow our employees to enjoy some time off to celebrate nationally recognized holidays. Below is the list of holidays Gonzaba recognizes.

New Years Day
Battle of the Flowers (1/2 day)
Memorial Day
Independence Day



Labor Day
Thanksgiving Day
Christmas Eve (1/2 day)
Christmas Day
+ 1 “floating day”

Since we provide healthcare for San Antonio we actually only close our doors on 3 of the above mentioned holidays (New Years Day, Thanksgiving Day and Christmas Day). Employees that are required to work on a holiday will receive a floating holiday which they can use within 30 days of holiday.

Employee Referral Bonus Program: Gonzaba Medical Group values our employees and we want more people just like them. We encourage our employees to refer their friends to us. If a referral is hired into a Full-Time role then you are eligible to receive a referral bonus at the time they complete their 90-day introductory period. If the referral is hired into a regular staff role you will receive \$100. If you refer a mid-level provider (NP or PA) you will receive a \$300 bonus. And, if you refer a physician you will receive a \$1,000 bonus.

Tuition Reimbursement: Gonzaba Medical Group encourages our employee’s personal development through formal education so that employees can maintain and improve job-related skills. We pride ourselves in creating and maintaining an environment where our employees have the desire and means to continue to learn and expand on their knowledge. As a testament to this we provide our full-time employees with a reimbursement benefit of up to \$3000 per calendar year.

Continuous On-The-Job Training: Gonzaba Medical Group takes great pride in each and every employee member of our “family”. We truly want you to reach your BEST and we are more than willing to help you get there! We just rolled out our brand new MA career ladder. This program allows for in-clinic training by several subject matter experts in over XX specialties to help you reach the peak of your success. As you pass through level 2 and level 3 you are generously rewarded both monetarily and in your knowledge/skill base. In addition to the MA career ladder we support our employees by offering monthly trainings on various topics, providing 1-on-1 training with our corporate trainer, and teaching/educating departments as new changes in the healthcare realm effect them; to name a few.