

Rewarding Our Workforce

REWARDS AND RECOGNITION PROGRAM

allows employees of 5, 10, 15, 20, and 25 years to choose gifts from a catalogue sent to them on their anniversary date.

VARIOUS ANNUAL REWARDS are presented, including: Presidents Award (Site of the Year), Peer Awards, Manager of the Year, Associate of the Year, Co-Pay Collection Awards and Modality Awards.

OTHER DISCOUNTS/BENEFITS INCLUDE:

- BJ's Wholesale Club Employee Discount provides a savings on a BJ's membership.
- Verizon Wireless Employee Discount allows employees to take advantage of an 8% savings on monthly service plans in addition to various discounts on Verizon cell phone purchases.
- Tickets @ Work Program provides a range of discounts on national attractions including theme parks, shows, sporting events, concerts, dinner shows, movies and much more.

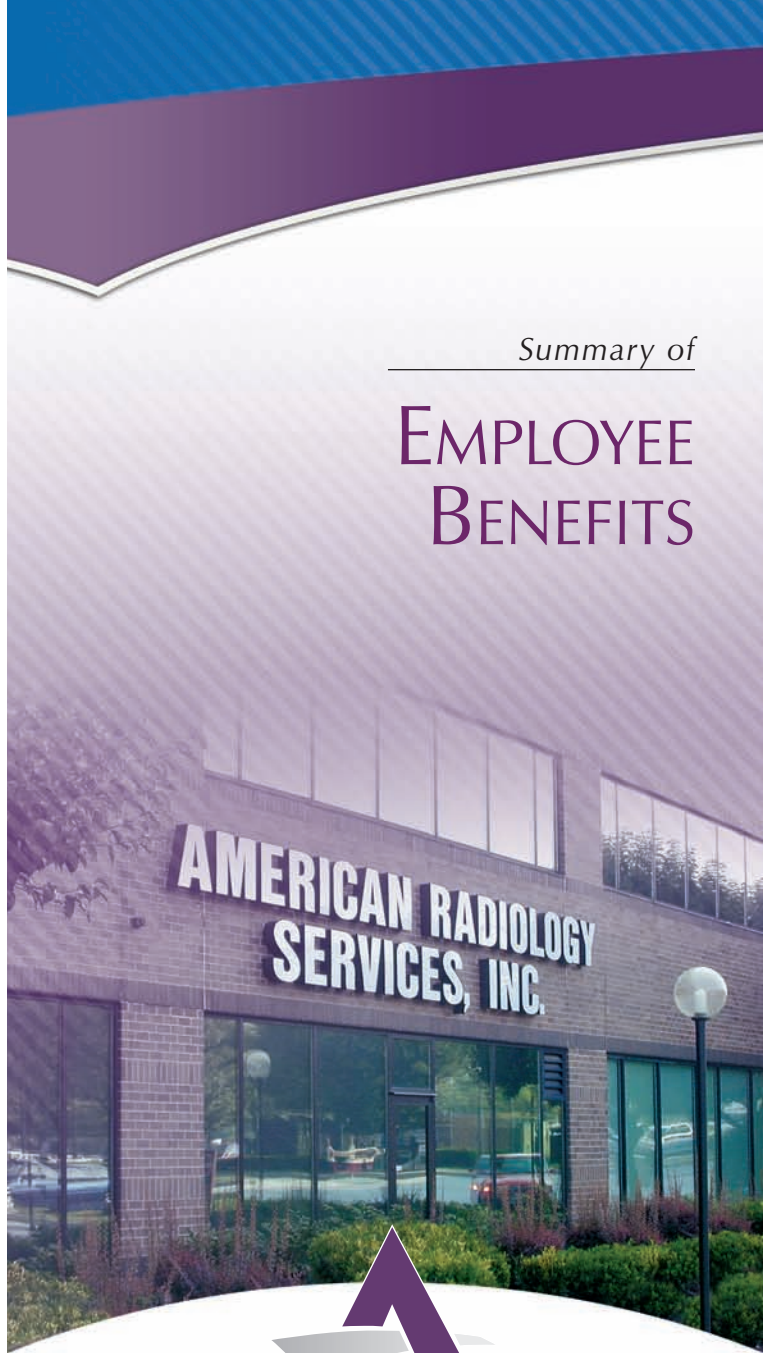
Health plan benefits effective 1st of the month, following 30 days of active employment.

American Radiology Services is an equal opportunity employer and, as such, affirms in policy and practice to recruit, hire, train, and promote, in all job classifications, without regard to race, color, religion, sex, age, national origin, citizenship status, marital status, veteran status, sexual orientation, or gender identity.



Human Resources Department
1838 Greene Tree Road, Suite 360, Baltimore, MD 21208
Phone: 410-484-1900 Fax: 410-602-9005

Apply Online Today!
www.americanradiology.com



Summary of

EMPLOYEE BENEFITS



AT AMERICAN RADIOLOGY SERVICES WE KNOW THAT OUR STAFF IS OUR MOST IMPORTANT RESOURCE

We provide competitive compensation, benefits, and incentives to our staff, along with opportunities for professional advancement and growth. We are always looking for qualified candidates who want to grow with a winning team.

Promoting a Healthy Workforce

MEDICAL COVERAGE is provided through the American Radiology Services Group Health Plan. Our plan has both in-network and out-of-network benefits and utilizes multiple networks, including CareFirst BC/BS. Plan co-pays and deductibles vary depending upon which options are selected. Dependent coverage is available.

PRESCRIPTION DRUG COVERAGE is provided through the American Radiology Services Group Health Plan. The program uses a prescription drug formulary, and provides various savings incentives to participants who choose formulary alternatives. A user-friendly Internet/mail order feature offers an average savings of 20% off the pharmacy co-pay price.

DENTAL/VISION COVERAGE is provided through the American Radiology Services Group Health Plan. The dental component uses the CareFirst Network. The vision component does not use a network; employees receive 100% reimbursement for their vision expenses up to the reimbursement maximum.

PRE-TAX CONTRIBUTIONS are used to pay employee's portion of the insurance premiums and vary depending on the level of coverage elected. American Radiology Services pays the major portion of the insurance premiums.

HEALTH AND PRODUCTIVITY MANAGEMENT PROGRAM (HPM), which is led by Innovative Wellness Solutions, encourages healthy lifestyle changes by coaching employees toward individual health and wellness goals including (but not limited to) smoking cessation, weight management, and nutrition. The program also has an Employee Assistance component, which promotes healthy mental and emotional well-being by providing support to our employees and family members in times of need.

OUTPATIENT, NON-EMERGENCY DIAGNOSTIC X-RAY AND IMAGING SERVICES are covered at 100% when rendered at an American Radiology Services outpatient facility. (Employees on the health plan only)

FLEXIBLE SPENDING ACCOUNTS provide employees a tax-advantaged way to pay for certain medical and/or dependent care expenses. Employees can elect a specific amount to be deducted, on a recurring pre-tax basis, from their bi-weekly earnings. The amount is placed on a debit card which can be used throughout the year to pay for anything from aspirin to daycare to laser eye surgery.

Family Security

COMPANY PAID BENEFITS INCLUDE:

- **Life Insurance and Accidental Death and Dismemberment Insurance** provided is equal to an employee's annual salary up to \$50,000.
- **Short Term Disability Insurance** provided at 60% of an employee's salary per week not to exceed \$750 for a maximum of 90 days.
- **Long Term Disability Insurance** provided at 60% of an employee's salary not to exceed \$10,000 per month. In the event that the disability is permanent, the benefits may continue to age 65.

Supplemental Life Insurance is available to both employees and their dependents in increments of \$10,000 up to \$500,000, with rates based on age. Amounts over the guaranteed issue are subject to medical underwriting.

Vision Statement:

ARS will continue to be a leader in fully integrated diagnostic imaging services, designed to delight patients, clients and colleagues alike.

Mission Statement:

ARS is a team of professionals dedicated to providing superior, integrated management and support services to the medical practices with which we are affiliated for the purpose of providing optimal patient care and diagnostic services. We successfully serve by placing quality and value first in all that we do.

Discovering Talent, Promoting Education, Growth and Longevity

REFERRAL BONUSES are awarded to those employees who recommend outside applicants who are hired. The incentives are \$500 for clerical and professional positions and \$1,000 for technical positions.

MERIT-BASED RAISE SYSTEM is utilized to motivate and reward our staff.

DIRECT PAYROLL DEPOSIT allows employees to have their pay directly deposited into a checking and/or savings account with their financial institution free of charge.

	FULL TIME EMPLOYEES	PART TIME EMPLOYEES
Annual Uniform Allowance	\$50-\$200 based on hire date.	\$50-\$160 for employees working 32 or more hours a week; \$30-\$100 for employees working less than 32 hours a week.
Tuition Advancement	\$1,750 a year for tuition plus \$250 a year for books.	\$250-\$750 a year for tuition plus up to \$100 a year for books; based on hours worked.

CONTINUING EDUCATION is promoted as a means to help our employees reach their occupational and professional goals. For our full-time and part-time technologists, American Radiology Services provides an allowance to help them pay for seminars as well as licensure renewals. Other employees throughout the company may also receive assistance on a discretionary basis.

INTERNAL JOB POSTINGS allow the company to fill job vacancies first by promoting or transferring qualified candidates from within the company.

"A significant amount of the people who were here when we were formed in 1997 are still with us. This is a tribute to who we are and the commitment that we have made to each other and our community."

~ **Bob Carfagno**, President and CEO



Planning for the Future

529 COLLEGE SAVINGS PROGRAM provides a powerful, flexible, and effective way to save for higher education. Post-tax dollars may be invested in a variety of portfolio options to be withdrawn at a later date. Income is tax free if used for qualified expenses.

401(K) PLAN allows employees to save for retirement. Employees can begin participating in the plan the 1st of the month after 30 days of active employment. Bi-weekly pre-tax dollars can be invested in mutual funds offered in the plan; our core fund group is the American Funds family.

QUARTERLY RETIREMENT EDUCATION SESSIONS present investment information and tips beneficial to everyone from first-time investors to employees looking for retirement planning updates.

JOHNS HOPKINS FEDERAL CREDIT UNION MEMBERSHIP offers employees substantial car-buying discounts, opportunities to secure low interest loans, convenient accounts, and periodic investment information. American Radiology Services is able to offer this membership because of our affiliation with Johns Hopkins.

Balancing Work and Life

HOLIDAYS: American Radiology Services observes six traditional paid holidays each year; New Years Day, Memorial Day, Independence Day, Labor Day, Thanksgiving, and Christmas.

	FULL TIME EMPLOYEES	PART TIME EMPLOYEES
Vacation Leave	12 days per year.*	Up to 12 days per year.*
Sick Leave	6 days per year.*	Up to 5 days per year.*
Personal Leave	Up to 2 days per year based on hire date.	Up to 1 day per year based on hire date (for employees working at least 32 hours weekly).
Bereavement Leave	3 days per year.	2 days per year (for employees working at least 32 hours weekly).
Jury Duty Leave	Up to 5 days per year.	Up to 5 days per year.

*Actual accrual is based on hours worked.

EMPLOYEE LEAVE SHARING: Employees may donate unused vacation time to other employees who would otherwise take leave without pay due to a serious medical condition or for family issues.