

Physicians Insurance Benefits Summary

At Physicians Insurance, we are dedicated to supporting the well-being of our employees by offering comprehensive health coverage, fostering a healthy work-life balance, and providing a range of additional benefits. Eligible employees can participate in the following benefit programs:

HEALTH AND WELLNESS – WE ARE COMMITTED TO EMPLOYEES’ PHYSICAL AND MENTAL WELL-BEING

- ✓ Medical, dental, and vision insurance, 100% covered for employees and comprehensive coverage—eligible dependents
- ✓ Employee health savings accounts (HSAs), which allow you to set aside pre-tax dollars that can be used to pay for eligible healthcare, dependent care, and parking expenses
- ✓ Employee-assistance programs focused on mental health

FINANCIAL WELLBEING – WE PROVIDE SUPPORT AND TOOLS TO PLAN FOR THE FUTURE

- ✓ Generous 401(k) program with employer matching contributions up to 6.6%
- ✓ Additional Money Purchase Plan, fully funded by PI, providing an additional 10% of annual eligible earnings for your retirement
- ✓ Company-provided life insurance, accidental death and dismemberment (AD&D), and short-term and long-term disability (LTD) coverage, at no cost to you, to support your family’s financial security
- ✓ Paid parental leave, in addition to medical leave for birthing parents
- ✓ Annual incentive award based on company performance, individual results, and target percentage

FLEXIBILITY AND WORK-LIFE BALANCE – WE CARE FOR OUR EMPLOYEES AND THEIR UNIQUE EXPERIENCES

- ✓ Generous paid time off and company-recognized holidays to ensure a healthy balance between personal life and work responsibilities
- ✓ Hybrid and telecommuting options to provide flexibility in where and how you work
- ✓ Subsidized ORCA passes and parking reimbursement

TRAINING AND DEVELOPMENT – WE PROVIDE OPPORTUNITIES TO GROW AND DEVELOP YOUR SKILLS

- ✓ Support for your professional growth with tuition reimbursement programs for approved courses and certifications
- ✓ Training opportunities ranging from Diversity & Inclusion topics to presentation skills

CHARITABLE GIVING

- ✓ Employer-matched charitable contributions for company-sponsored campaigns