

# Why Work at Encore?

A Summary of  
Employee Benefits

## Our Commitment:

It has long been my vision to create a benefits platform that provides the highest level of care while doing our best to mitigate the skyrocketing costs of healthcare. As part of our ongoing strategic initiatives, our healthcare options will continue to evolve during the upcoming years so that we can continue to distinguish ourselves as a leader in inclusive healthcare for all associates. - **Dr. Bharat Sangani, Chairman & CEO**

## The Encore Advantage:

- ✓ Ensuring access to quality healthcare services for each and every employee
- ✓ Unique Encore mobile app/portal helps make accessing healthcare options easy
- ✓ No cost healthcare and mental health options available.




## Our Medical Plans:

Encore offers two distinctive medical plans, the EPO Plan and the PPO Plan, thoughtfully designed to allow employees the freedom to select the ideal healthcare solution that aligns with their unique preferences and healthcare requirements.





## Our Benefits:

 **Teledoc | First Stop Health**  
No cost 24/7 teledoc access


 **Physical Therapy | Airrosti**  
\$20 physical therapy exclusive rate


 **Mental Health | ComPsych**  
No cost counseling services


 **Life Insurance | Sunlife**  
Employer provided life insurance


 **Imaging & Diagnostics | Green Imaging**  
No cost imaging services

 **Prescriptions | SmithRX**  
\$5 Generic & low cost prescriptions


 **Surgery | SurgerPlus**  
No cost surgery procedures


 **Benefit Guidance | Accolade**  
Benefit guidance service


 **Diabetic & Hypertension Programs | Omada**  
No cost diabetic & hypertension management


 **Dental & Vision | MetLife**  
Low cost dental & vision services

## Our Perks:

 **Hotel Discounts**  
Employee discounted rates when booking through Marriott

 **PTO**  
Eligibility to earn PTO in addition to seven paid holidays

 **401K**  
Eligibility to participate in the company's 401(k) plan

 **Tiered Service Awards**  
Tiered service awards every five years of service