

**Clinical Outcomes Group, Inc.
Benefits Summary Sheet**

All Regular Clinical Outcomes Group, Inc. (COGI) employees are offered the following benefits. Please reference Clinical Outcomes Group, Inc. Policy and Procedure Manual for details.

Flexible Schedules

Flexibility in times worked is offered to all employees. The days of the week, times of the day and location of work completed are developed between the employee and the Executive Director.

Medical, Prescription, and Dental Benefits

COGI Policy states that Regular Employees that qualify for benefits will receive an additional contribution of no less than \$350 per month as additional taxable compensation to purchase healthcare coverage that is offered through COGI. If a Regular Employee that qualifies for benefits maintains healthcare coverage through other documented means, the employee can decline coverage through COGI and elect to receive \$350 per month as additional taxable compensation. Medical benefits are available only to Regular Employees with scheduled hours of 32 hours or more per week.

Currently, because sufficient funding is available, COGI contributes \$700 to employees that purchase any level of family insurance through COGI.

	Employee Only	Parent/Child	Parent/Children	Two Person	Family
Healthcare*	\$270.66/month	\$378.92/month	\$541.32/month	\$649.58/month	\$732.84
Dental*	\$17.70/month	\$49.95/month	\$49.95/month	\$49.95/month	\$49.95/month

* Costs noted above are effective through December 2008.

Retirement Benefits

A Simple IRA in Vanguard funds selected by employee is available for all Regular Employees upon employment.

COGI matches first 3% of contribution.

Employees can contribute up to \$10,000 per year

Participation is optional.

Vacation, Sick and Holiday Benefits

	Full Time Employee	Part Time Employee
Vacation Benefits	80 hours per year	Prorated
Sick Benefits	80 hours per year	Prorated
Holiday Benefits	56 hours per year	Prorated

COGI observes the following Holidays

New Year's Day	Labor Day
Easter (Good Friday)	Thanksgiving
Memorial Day	Christmas Day
Independence Day	

Tuition Reimbursement

All Regular COGI employees may qualify for tuition reimbursement at the rate of \$100 per credit when enrolled in a degree granting program that meets the mission of the organization.

Reimbursement is awarded for courses receiving a grade B or higher, up to a maximum of 12 credits per year.