

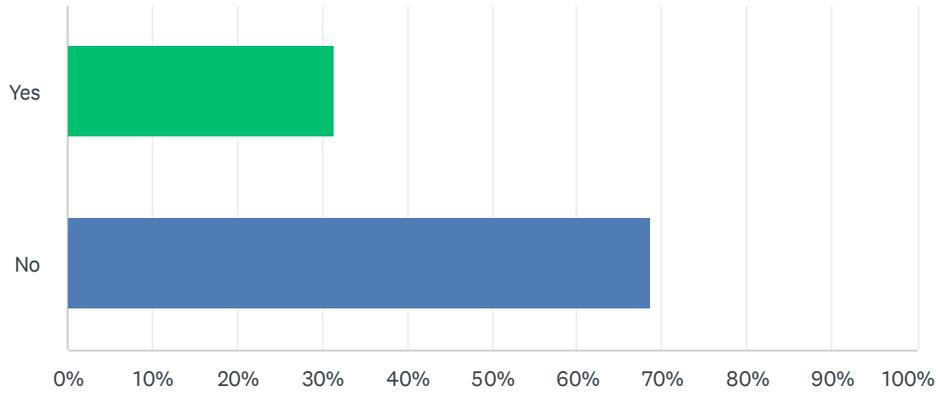
Q1 Would you share the name of your practice attorney who would handle practice issues including HR?

Answered: 13 Skipped: 5

#	RESPONSES	DATE
1	Josh Bosin	2/2/2024 4:37 PM
2	Kanes and Benator Attorneys at Law	2/1/2024 10:06 AM
3	N/A	2/1/2024 8:41 AM
4	Cherish Delacruz	1/31/2024 4:33 PM
5	We do not have one	1/31/2024 4:00 PM
6	Panovka Law handles Contract Issues, Taylor English Duma LLP handles HR issues	1/31/2024 3:02 PM
7	Henry Perlowski	1/31/2024 2:49 PM
8	Davis Butler and Bradly Adler	1/31/2024 1:33 PM
9	not applicable to us	1/31/2024 1:20 PM
10	Legal Shield	1/31/2024 12:39 PM
11	Charles Hawkins at Hawkins Firm LLC	1/31/2024 12:37 PM
12	Nathan Johns- Practice/ Tracie Maurer Johnson w Jackson Lewis- HR	1/31/2024 12:29 PM
13	n/a	1/31/2024 12:25 PM

Q2 Is maternity leave treated differently than other medical leave?

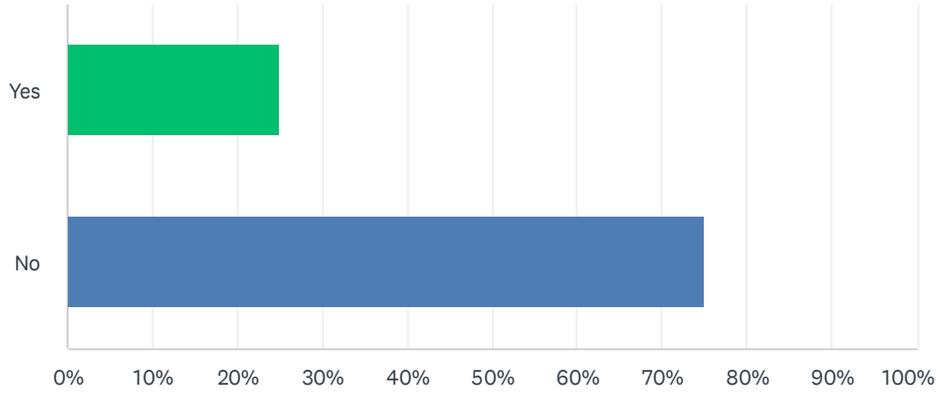
Answered: 16 Skipped: 2



ANSWER CHOICES	RESPONSES	
Yes	31.25%	5
No	68.75%	11
TOTAL		16

Q3 Do your employed physicians and/or APP have separate maternity leave benefits beyond contracted PTO/vacation/sick time?

Answered: 16 Skipped: 2



ANSWER CHOICES	RESPONSES	
Yes	25.00%	4
No	75.00%	12
TOTAL		16

Q4 Could you share how you handle this benefit?

Answered: 14 Skipped: 4

#	RESPONSES	DATE
1	Employee will take maternity leave of six weeks. ALL PTO will be used, starting the day the maternity leave begins. Once it is use, they will not be paid until they return to work.	2/2/2024 4:37 PM
2	We do not offer this benefit. They will need to use their PTO	2/1/2024 10:06 AM
3	Our maternity leave is the same benefit for all of our employees: Maternity / Adoption Leave After 18 months of consecutive full-time employment, employees who have just delivered a newborn will receive 2 weeks of paid maternity leave from the Company. In addition, short-term disability will provide up to 5 weeks' pay for those who have just delivered a newborn. An employee may also choose to utilize up to 3 weeks of available PTO for a total time of 10 weeks paid maternity leave. Time beyond 10 weeks will not be paid and will require Company approval for leave without pay. After 18 months of consecutive full-time employment, employees who have just adopted a child will receive a 2 week paid adoption leave. An employee may also choose to utilize up to 2 weeks of PTO for a total time of 4 weeks paid adoption leave. Time beyond 4 weeks will not be paid and will require Company approval for leave without pay. To be eligible for the adoption leave, employees must make notification to the Company within 10 business days of employee's approval of candidacy to adopt. For both maternity leave and adoption leave, the returning employee's vacation preference will also be ranked lower than other peers in their workgroup for the 6 months following their return to work. If the returning employee leaves the Company for any reason within the 12 months following their return to work, their PTO balance up to the 80 hours paid by the Company as maternity/adoption leave will be forfeited and will not be paid out in their final paycheck.	2/1/2024 8:41 AM
4	Any medical condition including maternity that will take them out of work for more that 7 days. We will pay up to 30 days for time off.	1/31/2024 4:33 PM
5	N/A	1/31/2024 4:00 PM
6	We allow up to 12 weeks maternity leave, but they must use PTO (amounts accrued vary depending on years of service)	1/31/2024 3:02 PM
7	FMLA rules	1/31/2024 2:49 PM
8	We give 6 weeks maternity leave unless there are reasons to extend it. We are flexible. They can use any PTO they might have saved. And, every employee including providers, that took maternity leave all had AFLC STD. They used that benefit. Our Medical Leave Policy is dependent upon that employee's physician's orders, within reason. We try to accommodate the best we can. They can use PTO, otherwise they don't get paid. If accommodations have to be made in our office, we will do it to the best of our ability.	1/31/2024 2:11 PM
9	Use PTO, Vacation - the rest is unpaid (but benefits continue). Handbook says 6 weeks, but realistically has been 8-10 weeks. No longer than 12 weeks unless special circumstance.	1/31/2024 1:56 PM
10	It is the same for everyone. You can use any PTO that you have and the rest is unpaid. The US is way behind on maternity/paternity leave in my opinion.	1/31/2024 1:33 PM
11	2 Weeks paid maternity (in addition to 4 weeks contracted PTO)	1/31/2024 12:39 PM
12	We have had an APP go out twice on maternity leave. She used accrued PTO and then Short Term Disability benefits. She also stayed out beyond the paid portion on FMLA and returned after 3 months total absence	1/31/2024 12:37 PM
13	Must exhaust PTO then no pay until returning to office. May take 6-8 weeks of time off.	1/31/2024 12:29 PM
14	Employees can use their PTO and/or take unpaid time off to the FMLA limit.	1/31/2024 12:29 PM