

# EMPLOYEE BENEFITS

### TUITION REIMBURSEMENT

Full-time and part-time employees are eligible for reimbursement of tuition, fees and books following 90 days of service. Coursework must help the employee improve performance in his/her current job or prepare for advancement within DCS.

### 401(k) COMPANY MATCH

Full-time and part-time employees are automatically enrolled in the 401(k) program after 90 days of service. Employees are fully vested after three years of service.

### PROFESSIONAL TRAINING

Employees are offered a wide range of online, classroom and on-the-job training opportunities. World-renowned Wound Care experts educate our employees, guaranteeing the latest advancements, treatment plans and research are shared.

### HEALTH DENTAL VISION

Full-time employees are eligible the first of the month following their date of hire. Health and dependent care Flexible Spending Accounts (FSA) are also offered.

### WEEKENDS/HOLIDAYS OFF

Our Wound Care Center® employees enjoy weekends off (unforeseen circumstances do arise and employees are provided adequate time to accommodate their schedule.) Full-time employees enjoy six holidays off per year.

### PAID TIME OFF (PTO)

Full-time employees who have successfully completed 90 days of service are eligible to accrue PTO.

PTO ACCURAL SCHEDULE				
For the Regularly Scheduled Full-time (40 hr/wk.) Employee				
Completed Years of Continuous Service:	Accrued Per Pay Period:		Accrued Annually - up to:	
	Days	Hours	Days	Hours
1 through 5 Years	.7308	5.84	19.00	152
6 through 10 Years	.9525	7.62	24.75	198
More Than 10 Years	1.1150	8.92	29.00	232

### SHORT AND LONG TERM DISABILITY

Full-time employees are covered 100% for both short and long term disability.

### LIFE INSURANCE

Full-time employees are covered 100% for Basic Group Life Insurance. Voluntary Life Insurance is provided as a value-added service for all employees.

### EMPLOYEE ASSISTANCE PROGRAM (EAP)

Available to all employees and their households on the first day of hire.

## Our Success

"I'm proud to be a part of this organization. When I think about the **personal success** that our employees enjoy, the **clinical success** that our patients enjoy, and the **financial success** that the hospitals are seeing, it really gets me excited about where we're going as a company."

-- Jeff Nelson, President and CEO

## Our Culture

**Providing outstanding wound care is DCS' entire focus.**

Our company is a people-driven, caring culture. We emphasize healing success which we believe leads to operational success. Our management supports a "patients come first" business strategy which drives our culture. Exceeding expectations for our hospital customers is something we strive for at DCS. Leadership has a strong commitment to continuous improvement and values its employees. Together, we heal wounds and change patients' lives.

## Our Mission

We provide **best practice** wound care management and related services to our **partner hospitals**, enabling them to bring **unparalleled value** to the communities in which they serve. Together, we will enhance the **quality of life** for our patients.

## Our Values

- HEALING SUCCESS
- EXCEEDING CUSTOMER EXPECTATIONS
- TEAMWORK AND COLLABORATION
- INTEGRITY
- COMMITMENT
- ACHIEVEMENT/RESULTS ORIENTED
- CONTINUOUS IMPROVEMENT/DATA DRIVEN
- CONTINUOUS LEARNING

www.DiversifiedCS.com  
1-800-379-9774

We're passionate about  
*Healing Wounds. Changing Lives.*

