



BENEFITS AT-A-GLANCE

ABOUT PINNACLE

Pinnacle's beginning is unlike any other third party administrator. Founded from a member driven organization, our customers mean everything to us. We think of our customers as stakeholders, each having a vested interest in the company. We work not only to benefit our organization, but also to ensure that our clients are profitable. Pinnacle's employees are driven to provide innovative solutions that create value for our clients. For everyone on the Pinnacle team working directly or indirectly with our clients, it's all about the customer.

OUR CULTURE

Pinnacle values our employees as people. What benefits the employee, we think, ultimately benefits the customer and our business. All employees receive in-depth training designed to enhance personal and professional development. Training is centered around leadership, communication, and cultivating relationships with accountability, trust and cooperation as guiding principles. Pinnacle recognizes and rewards the contributions of our employees each month. We aim to inspire and motivate all employees to find their personal track to success within our company.

BENEFITS PACKAGE

Pinnacle offers a competitive benefits package for our valued employees. Employees become eligible for benefits the first day of the month following one month of continuous employment.



“ I like working for Pinnacle because I see our organization as an exciting and innovative leader in the industry. I enjoy building relationships with our clients and customers, and I'm proud to provide services that are instrumental to the success of our organization. ”

KRISTIN PEARCE
MANAGER, PROVIDER OPERATIONS



“ I have been working for Pinnacle since 1996 and consider this is my extended family. It’s great to work with people who like coming to work every day and share a common goal. I’m proud of the technological advancements we’ve made over the years and our dedication to old fashioned values when it comes to providing service to our customers. ”

DINA VIGANO
ACCOUNT MANAGER

HEALTH BENEFITS

Pinnacle is pleased to offer a choice of three PPO medical plans, three dental plans and a vision plan. Each employee is provided a flex-dollar credit amount to use toward their medical, dental and vision benefits or to save for the Flexible Spending Account. This credit amount and the cost of benefits are pro-rated across the year. Credit amounts vary based on employee-only coverage or employee plus dependants.

PPO Medical Plans (automatically enrolled once eligible)

PLAN	DETAILS
Western Preferred Advantage Plan	\$1,000 / \$2,000 deductible, \$25 co-pay (70/30 plan)
New Value Plan	No deductible, \$25 co-pay (80/20 plan)
High Deductible Health Plan	\$2,200 / \$4,000 deductible, (70/30 plan)

All plans utilize the Anthem Blue Cross of California and Blue Shield of Arizona network of providers.

Prescription Coverage

Through Catamaran, employees have access to the top retail pharmacy chains as well as independent locations. Mail order is also available.

DENTAL PLANS

PLAN	DETAILS
Dental D05	\$50/\$150 deductible, 65/35 plan, no plan maximum, WG PPO Network
WG Dental*	\$50/\$150 deductible, 100% preventative, 80% restorative, 50% crowns; \$1,500 maximum per year. Includes orthodontia, lifetime maximum of \$2,500
Anthem Blue Cross Dental Net HMO*	No deductible, 100% preventative, Orthodontia co-pay of \$1,450 for children; \$1,850 for adults

*Utilizes the Anthem Blue Cross PPO Network.

VISION

Through the EyeMed Vision Care Network, employees have access to major optical retailers in addition to independent doctors, optometrists or ophthalmologists. There is a \$15 deductible for each exam and a separate \$15 deductible to purchase frames/lenses. Coverage can also be applied to contact lenses.

401(k) PLAN

Employees have the ability to save for retirement via Western Growers Retirement Security 401(k) Plan, managed through City National Bank. There is no waiting period for employee contributions; however there is a waiting period before Pinnacle begins to match an employee's contributions; and profit-sharing contribution.

- ▶ There are two enrollment periods annually: January 1st and July 1st (after a waiting period of one year)
- ▶ Six year vesting schedule
- ▶ Pinnacle matches employee contributions up to 3%
- ▶ Pinnacle profit-sharing contribution of 7% of the employee's annual salary
- ▶ Easy loans

EDUCATIONAL REIMBURSEMENT

Pinnacle encourages continued education. Employees can receive reimbursement of up to \$1,800 per year for continuing education through an accredited program that either offers growth in an area related to the employee's current position or might lead to promotional opportunities.

VACATION

Vacation time is accrued according to employee tenure as follows:

- ▶ Employees with **one to three years of employment** accrue 6.667 hours monthly, totaling two (2) weeks per year
- ▶ Employees with **four to thirteen years of employment** accrue 10 hours monthly, totaling three (3) weeks per year
- ▶ Employees with **fourteen or more years of employment** accrue 13.336 hours monthly, totaling four (4) weeks per year

Sick Time

Employees accrue **seven (7)** sick days per year.

Holidays

Pinnacle recognizes **eight (8)** paid holidays per year.

Floating Holidays

Full-time employees receive **up to two floating holidays** (personal) days per year, based on their date of hire.

- ▶ Employees hired between Jan. 1 – June 30: Two (2) floating holidays
- ▶ Employees hired between July 1 – Dec. 15: One (1) floating holiday



ADDITIONAL BENEFITS

- ▶ **Health care Flexible Spending Account (FSA)** For medical, dental and/or vision expenses up to \$2,500 (pre-tax employee contributions)
- ▶ **Health Savings Account (HSA)**
Must be enrolled in the High Deductible Health Plan
- ▶ **Dependent care Flexible Spending Account** Up to \$5,000 (pre-tax employee contributions)
- ▶ **LifeWorks Employee Assistance Program**
- ▶ **Legal Shield Services**
- ▶ **Principal Life Insurance coverage** at the amount of the Employee's annual salary not to exceed \$50,000 and an additional \$1,000 through Blue Cross.
- ▶ **Long-term disability** (67% of salary) and short-term disability provided by Principal Life Insurance
- ▶ **Additional Life Insurance** available for purchase through Anthem Blue Cross
- ▶ **WellCall Wellness Program**
- ▶ **Discounted Regal Entertainment** movie tickets
- ▶ **Discounted tickets** to major southern California theme parks, water parks, dinner theaters, and family attractions through Fun Express
- ▶ **Casual Fridays and optional casual Mondays** with charitable donation
- ▶ **On-site Cafeteria** (at Irvine Headquarters only)
- ▶ **Dry Cleaning services** (at Irvine Headquarters only)
- ▶ **Car wash and detailing** (at Irvine Headquarters only)
- ▶ **Shoe repair/shoe shine services** (at Irvine Headquarters only)
- ▶ **Arbinger training**, including the books Leadership and Self-Deception and Anatomy of Peace



Join our Team!

CONTACT

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“ Pinnacle has a culture where I can be part of a successful team and still shine from my individual accomplishments. Each day brings new opportunities to learn, lead, and grow as a professional. ”

STEVE MANGAPIT
ASST. VICE PRESIDENT, OPERATIONS





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