



COUNSELOR
FAITH-BASED ONLINE THERAPY

EXHIBIT: BENEFITS SCHEDULE

ELIGIBILITY AND EFFECTIVE DATE

This Benefits Schedule (the "Schedule") is an exhibit to the Employment Agreement between Employee and Paraclete Ministry Group (the "Company"). This Schedule is only applicable to employees of the Company who have executed an Employment Agreement.

This Schedule is effective as of October 28, 2024, and shall continue in effect until either (a) Company terminates or amends the Schedule or the Employment Agreement, or (b) Employee separates from employment with the Company or transfers to a position not covered by this Schedule. As of the effective date of October 28, 2024, this Schedule replaces and supersedes any and all prior Schedules, and all other prior written or oral statements or agreements on the same subject matter, except that your Employment Agreement otherwise remains in full force and effect.

Resident Counselor

Clinical Level 1

(C1)

Full-Time Benefits

- Medical Insurance: 50% Employee Only Premium
- Dental, Vision, Life Insurance (*100% for employee*)
- 401(k) (*50% match up to first 3% of pay*)
- See Time-off Policy for paid time off
- Professional Liability Insurance
- Short-Term Disability (*Group plan, employee pays*)
- Unpaid Parental Leave up to 12 weeks

Residency

- 6 AEDP Therapy Sessions Reimbursed
 - Monthly Process Therapy Group
 - Individual Supervision
 - Group Supervision
 - Weekly Didactic Training
-

Certified Counselor

Clinical Level 2 (C2)

Full-Time Benefits

- Medical Insurance: 50% Employee Only Premium
- Dental, Vision, Life Insurance (*100% for employee*)
- 401(k) (*50% match up to first 3% of pay*)
- See Time-off Policy for paid time off
- \$250 annual Continuing Education reimbursement
- Professional Liability Insurance
- Short-Term Disability (*Group plan, employee pays*)
- Unpaid Parental Leave up to 12 weeks

Part-Time Benefits

- 401(k) (*50% match up to first 3% of pay*)
 - See Time-off Policy for paid time off
 - Unpaid Parental Leave up to 12 weeks
 - Professional Liability Insurance
-

Advanced Practice Counselor

Clinical Level 3 (C3)

Full-Time Benefits

- Medical Insurance: 50% Employee Only Premium
- Dental, Vision, Life Insurance (*100% for employee*)
- 401(k) (*50% match up to first 3% of pay*)
- See Time-off Policy for paid time off
- \$250 annual Continuing Education reimbursement
- Professional Liability Insurance
- Short-Term Disability (*Group plan, employee pays*)
- Unpaid Parental Leave up to 12 weeks

Part-Time Benefits

- 401(k) (*50% match up to first 3% of pay*)
 - See Time-off Policy for paid time off
 - Unpaid Parental Leave up to 12 weeks
 - Professional Liability Insurance
-