

PPA Employee Value Proposition

We have a casual and fun culture with serious purpose

At PPA, we have a friendly and informal, yet professional, work environment and an approachable management team. The “PPA family” supports those patients who need it the most through teamwork, collaboration, and personal accountability.

We work together, changing lives, and making a difference

At PPA we make a difference in the patients’ lives we serve through regular personal interaction with patients and providers. We provide comprehensive Medication Care Management support to patients to ensure they are receiving and taking the medications they desperately need. We also collaborate with healthplans to improve quality measures and reduce medical spend.

PPA Employee Value Proposition (cont'd)

We encourage our employees to make suggestions, help us improve, and shape our future direction

At PPA, we realize that no one knows our processes and customers better than our employees do. We encourage feedback and suggestions. Though every idea may not be implemented, we can promise that feedback will be heard and considered.

We want our employees to understand the business, because when they do they are more engaged and can have a greater impact on patient outcomes and business results

Through multiple communication channels, we strive to keep employees informed on the things that matter most.

PPA Employee Value Proposition (cont'd)

In an industry where working weekends and nights is commonplace, PPA's business model allows for better work-life balance

For the majority of PPA employees, the standard hours of operation are Monday – Friday between the hours of 8:30 a.m. – 6:30 p.m., allowing employees to spend evenings and weekends with family and friends. Although overtime and weekend work is sometimes necessary, it is not the norm for the majority of employees. PPA recognizes the need for time off, offering three weeks of annual Paid Time Off per year starting after a 90-day introductory period. After five years of service, this increases to four weeks.

In a time when healthcare costs are rising significantly, PPA offers affordable medical, dental, and vision benefits to eligible full-time employees

For employee-only medical and dental coverage, PPA currently covers 93% of the premium.

PPA Employee Value Proposition (cont'd)

PPA is a learning organization

To succeed in a rapidly changing healthcare environment, we regularly review our strategy to try to stay one step ahead of the competition. Although this often results in internal process changes, we listen to what our clients want and adapt to meet their needs – which has become a tangible competitive differentiator for PPA.

We encourage our employees' growth and enrichment through internal training programs and by offering financial support to Pharmacy Technicians, Pharmacists, and Nurses for required certifications and licenses.