



September 5, 2017

Florian Ezui
44043 Ferncliff Ter
Ashburn, VA 20147

Dear Florian,

On behalf of Magellan Health, I am pleased to offer you the position of **Social Worker Care Coordinator** working from your home office. In this position, you will report to **Tynkie Reed-Countee**, and your start date is **November 6, 2017**.

Your annual base salary will be **\$72,000.00** paid semi-monthly on the 15th and the last day of the month.

Short-Term Incentive

After successfully completing your first 90-days, you will be eligible to participate in the Service Excellence Reward Program (SERP). Actual awards are discretionary and determined based on your individual contributions to your business area's achievement of predefined goals. Any initial award may be pro-rated based on your hire date.

Benefits

You may be eligible to participate in the Magellan Health benefits programs. These programs include Medical, Dental, Vision, Prescription Drug, Life Insurance, Flexible Spending Accounts, 401(k) savings plan, and employee stock purchase plan in addition to other voluntary benefits. As a new employee, your coverage under Magellan's health and welfare benefits begins on the first day of the month following your start date **and you will have 30 days from your date of hire to enroll**. You will become eligible to participate in the 401(k) retirement savings plan upon your date of hire, and you will be automatically enrolled at a 3% of compensation contribution rate through payroll deductions.

The terms of your employment are summarized below.

Background Check & Drug Screening

At Magellan Health, we believe in conducting business honestly, ethically and responsibly. We have an obligation to our business customers, and to each other, to maintain a safe and compliant workplace. Your employment is contingent upon the satisfactory completion of a background investigation and a drug screen. Our background investigation may include reference checks with your current and prior employers and a criminal investigation. Upon acceptance, you will receive an email with full instructions and a registration number required to complete the drug screening test. To ensure that you use an approved collection facility, utilize the locator link provided in the email to find an appropriate laboratory near you. The drug screening must be completed within 48 hours of receipt of the registration email. Please contact me immediately if you do not receive the drug screening instructions via email.

Immigration Reform

Employees are required by the Immigration Reform and Control Act of 1986 to provide documentation indicating their eligibility to work in the United States. Upon acceptance of this position, you will receive an email from FieldPrint, our I-9 Identity and Employment Eligibility Verification partner, with information regarding appropriate identification documents and submittal instructions. Your start date and employment with Magellan Health are contingent upon completion of the I-9 process.

Credentialing for Clinicians

As a clinician with Magellan Health, you are required to meet minimum credentialing standards. Based upon the information you have provided, the Credentialing Department is currently completing the credentialing validation process. If additional state licensure is required, and you are not delivering clinical services directly, you will be permitted 12 months from your date of hire to pass the required examination. If you are a clinical service provider, you may only provide services within the rules of reciprocity developed by an appropriate licensing board. Please be aware that due to the high level of clinical integrity that Magellan Health upholds, the ability to meet minimum credentialing standards will be a condition of employment. If you have specific questions about the credentialing standards for your position, please contact your hiring manager.

State Specific Credentialing

As a clinician with Magellan Health, you are required to meet minimum credentialing standards. Based upon the information you have provided, the Credentialing Department is currently completing the credentialing validation process. Please be aware that due to the high level of clinical integrity that Magellan Health upholds, the ability to meet minimum credentialing standards will be a condition of employment. This offer is contingent upon the successful obtainment of all licenses required for you to perform your position under the laws of the state of **Virginia** within 90 days of employment. It is your sole responsibility to obtain the necessary licensure. Failure to gain complete licensure as required within 90 days will result in termination of your employment. In addition, if you are a clinical service provider, you may only provide services within the rules of reciprocity permitted by the applicable state licensing board. If you have specific questions about the credentialing standards for your position, please contact your hiring manager.

Required Compliance Training

Here at Magellan Health we believe in conducting business honestly, ethically and responsibly. As a company, and as individuals, we must always act with integrity and conduct our business with respect and compassion. Our customers and the people we serve trust us to do the right thing, and you play an important role in protecting these relationships.

Because compliance with federal and state regulations, contractual obligations and company policies is something Magellan Health takes very seriously, you are responsible for completing these annual training courses within 30 days of your start date in order to continue employment. To ensure you understand what is expected, you will also be accountable for completing annual refresher training courses.



Your employment with the Company will be “at will”, and nothing in this letter is to be construed or interpreted as a promise of employment for any particular term or period of time. This letter supersedes any and all prior communications, both written and verbal, concerning your employment with the Company.

Florian, on behalf of Magellan Health, we are delighted at the prospect of you joining our company. If I can provide any additional information or assistance, please do not hesitate to contact me at **608-210-3629** or via email **jriese@tmgwisconsin.com**.

Sincerely,

Jamie Riese
Talent Acquisition Consultant