



Part-Time Employee Benefit Package

| Benefit | Financial Responsibility | Eligibility | Benefit Detail |
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| | | Insurance Benefits | |
| Legal Insurance | Employee | First pay period following initial enrollment | Outlined in Benefits Guide |
| Life Insurance | GHS/ Employee if Additional Coverage Added | 1 st of the month after thirty days of continuous part-time employment and at least 1,040 hours. | \$7,500 employer-paid policy. Supplemental policy coverage is available for up to three times the employee's annual salary. Spousal and dependent coverage is also available. Supplemental & Family coverage is at the expense of the employee. |
| Cancer Care | Employee | 1 st of the month after thirty days of continuous part-time employment | Direct pay cancer care policy with portability and fixed premium. Multiple coverage options are available. |
| Critical Illness Care | Employee | 1st of the month after thirty days of continuous part-time employment | Direct pay critical illness care policy with portability and fixed premium. Multiple coverage options are available. |
| Accident Insurance | Employee | 1st of the month after thirty days of continuous part-time employment | Direct pay accident insurance policy with portability and fixed premium. Multiple coverage options are available. |
| Hospital Indemnity | Employee | 1st of the month after thirty days of continuous part-time employment | Direct pay hospital indemnity policy with portability and fixed premium. Multiple coverage options are available. |
| Universal Life Insurance | Employee | 1st of the month after thirty days of continuous part-time employment | Portable life insurance policy with the option of Long-Term Care coverage. Multiple coverage options are available. |

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| LifeLock | Employee | 1st of the month after thirty days of continuous part-time employment | Direct protection policy with portability and fixed premium. Multiple coverage options available. |
| Pet Insurance | Employee | 1 st day following the direct enrollment | Direct enrollment with carrier and direct pay model. Multiple coverage options are available. |
| | | Retirement | |
| 401K Plan | GHS & Employee | 1 st of the month after sixty days of employment. Must be at least 21 years of age. | Employees may contribute the maximum allowed by the IRS per plan year (calendar year). GHS will match the first 6% of the employee's contribution up to 3%. Must work 1,000 hours per year to receive vesting credit. |
| | | Paid Time Off and Pay Differentials | |
| Paid Time Off | GHS | Upon Employment | Starting Accrual Rate: 0.07965 hours per hour worked. Accrual rates increase at benchmark service dates. Example: 80 hours worked per pay period x 0.07965 accrual rate = 6.37 hours earned per pay period |
| Shift Differential | GHS | Upon Employment | Hourly employees who work a minimum of three and a half hours between the hours of 3 p.m. and 7 a.m. will receive a shift differential premium. |
| Weekend Differential | GHS | Upon Employment | Hourly employees who work weekends will be awarded a premium of \$1.50 per hour worked between 11 p.m. Friday and 11 p.m. Sunday. |
| Holiday Differential | GHS | Upon Employment | Holiday differential (1.5 times employee's base rate) will apply for six major holidays for all hours worked from 11 p.m. the night prior to the holiday through 11 p.m. the evening of the holiday. |
| | | Other Benefits | |
| Pharmacy | GHS & Employee | Upon Employment | Prescriptions & Over the Counter products available at cost plus dispensing fee. |

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| Employee Assistance Program (EAP) | GHS | Upon Employment | The EAP provides personal and confidential assistance to eligible employees and family members who may be experiencing personal problems or concerns. |
| Day care | GH & Employee | Upon Employment | Employees are offered the availability of enrolling children in a day care program at a reduced cost of 70% of the daycare's normal rate up to \$4,000. Participating programs include: YWCA, His Little Children, Lambs of God, and YMCA after-school program. |
| YMCA | Employee | Upon Employment | Employees are offered a YMCA membership at a reduced cost. Corporate discounts may vary by YMCA |
| Wellness Center | Employee | Upon Employment | Employees may purchase a membership to have 24/7 access to the Wellness Center for \$5 per pay period. Spouse memberships may be purchased for an additional \$10 per pay period. |