

TherapySouth, LLC – Employee Benefit Summary Sheet

Employee Benefit	Eligibility Requirement	Description of Benefit																				
Health Insurance	30 days employment	Provided by Blue Cross/Blue Shield of Alabama																				
Prescription Drugs	30 days employment	Provided in the Blue Cross Health Insurance plan																				
Dental Insurance	30 days employment	Provided by Delta Dental (includes orthodontic coverage)																				
Vision Insurance	30 days employment	Voluntary benefit provided by Humana Insurance																				
Short-Term Disability Cancer Insurance Accident Insurance Term-Life Insurance Hospital Confinement	30 days employment	Voluntary benefit provided through Colonial Life																				
Health w/prescription and Dental Insurance premiums are paid 80% by the company. Employee pays all other plans.																						
Vacation	Accrual begins immediately. Eligible for benefit after 6 months	<p>Vacation time accrues on a monthly basis from employment. Total days earned yearly are:</p> <table style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th colspan="2"><u>Full-Time Exempt (salaried)</u></th> <th colspan="2"><u>Full-Time Non-Exempt (hourly)</u></th> </tr> <tr> <th><u>Yrs of Service</u></th> <th><u>Days Accrued</u></th> <th><u>Yrs of Service</u></th> <th><u>Days Accrued</u></th> </tr> </thead> <tbody> <tr> <td>0-4 years</td> <td>15 days/yr</td> <td>0-4 years</td> <td>10 days/yr</td> </tr> <tr> <td>5-9 years</td> <td>17 days/yr</td> <td>5-9 years</td> <td>15 days/yr</td> </tr> <tr> <td>10+ years</td> <td>20 days/yr</td> <td></td> <td></td> </tr> </tbody> </table> <p>(max carry over per yr is equal to the days accrued for yrs of service)</p> <p><u>Part-time Clinical Licensed (24 hrs/wk or more)</u> Accrue three weeks of vacation each year. Vacation hours will equal average hours worked during each week over a three-month period.</p> <p><u>Part-time non-Clinically Licensed (24 hrs/wk or more)</u> Accrue two weeks of vacation each year. Vacation hours will equal average hours worked during each week over a six-month period.</p>	<u>Full-Time Exempt (salaried)</u>		<u>Full-Time Non-Exempt (hourly)</u>		<u>Yrs of Service</u>	<u>Days Accrued</u>	<u>Yrs of Service</u>	<u>Days Accrued</u>	0-4 years	15 days/yr	0-4 years	10 days/yr	5-9 years	17 days/yr	5-9 years	15 days/yr	10+ years	20 days/yr		
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Sick Leave	Accrual begins immediately. Eligible for benefit after 6 months. (Not paid if employee resignations or is terminated)	<table style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th></th> <th><u>Full-time</u></th> <th><u>Part-time (24 hrs/wk or more)</u></th> </tr> </thead> <tbody> <tr> <td>Amount earned per year</td> <td>6 days</td> <td>16 hours</td> </tr> <tr> <td>Maximum carryover</td> <td>15 days</td> <td>32 hours</td> </tr> </tbody> </table>		<u>Full-time</u>	<u>Part-time (24 hrs/wk or more)</u>	Amount earned per year	6 days	16 hours	Maximum carryover	15 days	32 hours											
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Holidays	Immediate (floating holidays not paid if employee resigns or is terminated)	<p>Potentially eight holidays per year for full-time and part-time (24+ hrs/wk) employees, depending on month of hire. Six holidays are designated:</p> <table style="width: 100%; border-collapse: collapse;"> <tbody> <tr> <td style="text-align: center;">New Years Day</td> <td style="text-align: center;">July 4th</td> </tr> <tr> <td style="text-align: center;">Labor Day</td> <td style="text-align: center;">Thanksgiving Day</td> </tr> <tr> <td style="text-align: center;">Christmas Day</td> <td style="text-align: center;">Memorial Day</td> </tr> </tbody> </table> <p>Two are personal holidays. Part-time employees (24+ hrs/wk) are eligible for 4 hrs of pay for each holiday (if holiday falls on a day).</p> <p>* New employee's month of hire will determine how many personal holidays they receive during that calendar year.</p>	New Years Day	July 4 th	Labor Day	Thanksgiving Day	Christmas Day	Memorial Day														
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Bereavement Leave	Immediate	Up to 3 days paid leave available to full-time employees for the death of an immediate family member.																				
Leaves of Absence	Varies depending on type of leave	Family, personal, medical, jury and military leaves.																				
Flexible Spending Accts	30 days employment	Medical & child care accounts available to full & part time employees.																				
401(k) Savings	3 months employment	Available to full & part-time employees 21 yrs of age and older.																				
Continuing Education	90 days employment	Available to full & part-time employees in specific positions. Reimbursed at 80% of course & 60% of related expenses.																				
Payroll Direct Deposit	Immediate	Direct deposit of paycheck to personal checking &/or savings accounts.																				