

**WEST PARK HOSPITAL DISTRICT  
dba CODY REGIONAL HEALTH (CRH)  
EMPLOYEE BENEFITS**

*Updated: 1/1/2023*

<b>BENEFIT</b>	<b>ELIGIBILITY</b>	<b>BENEFIT DETAILS</b>																
<p><b>Medical Insurance:</b></p> <p>This plan is self-funded by CRH and your premium pays for the following</p> <ul style="list-style-type: none"> <li>• Medical</li> <li>• Prescription</li> </ul> <p>➤ <b>PREMIUMS PAID PRE-TAX BY EMPLOYEE</b></p> <p>➤ <b>PREMIUMS ARE PAID EVERY PAY PERIOD (26/YEAR)</b></p> <p><b>Blue Cross / Blue Shield of WY</b> is our Third Party Administrator. (Company who actually pays the claims)</p> <p>Prescription plan on Bronze Plan covers only drugs listed on Preventative Medications listing. For more information see the Schedule of Medical Benefits – Bronze Option on the Employee Portal under Human Resources.</p>	<p>Available 1<sup>st</sup> day of the month after hire date to Full-time &amp; Part-time employees who work at least 60 hours in a two week pay period.</p> <p>Coverage is <u>not</u> available to Temporary, Seasonal, Casual Relief, Per Diem or Part-Time employees who work less than 60 hours in a two week pay period.</p> <p>Open enrollment for Medical Plan Coverage &amp; Flexible Spending Accounts (see below) occurs annually in October/November for a January 1<sup>st</sup> effective date.</p>	<p style="text-align: center;"><b>SILVER</b></p> <p style="text-align: center;"><b>EMPLOYEE CONTRIBUTION</b></p> <p style="text-align: center;"><b>Per Pay Period</b></p> <table style="margin-left: auto; margin-right: auto;"> <tr> <td>Single</td> <td>\$ 86.70 per pay check</td> </tr> <tr> <td>EE/Spouse</td> <td>\$184.30 per pay check</td> </tr> <tr> <td>EE/Child(ren)</td> <td>\$162.38 per pay check</td> </tr> <tr> <td>Family</td> <td>\$211.19 per pay check</td> </tr> </table> <p><b><u>Deductible (CRH &amp; PPO -combined) \$2,000.00 (Individual) / \$4,000.00 2 or more)</u></b>  Out of Pocket (CRH &amp; PPO - combined) \$4,250 (Individual) / \$8,500 (2 or more)  <b><u>Deductible (Non-PPO) \$2,000 (Individual) / \$4,000 (2 or more) *</u></b>  Out-of-Pocket (Non-PPO) \$6,950 (Individual) / \$13,900 (2 or more) **</p> <p>* Charges for Non-Network Provider services will only apply toward satisfaction of the Non-Network Provider Deductible but <u>will not</u> apply toward satisfaction of the CRH or Network Providers Deductible.</p> <p>** Charges for Non-Network Provider services will only apply toward satisfaction of the Non-Network Provider Out-of-Pocket Maximum but <u>will not</u> apply toward satisfaction of the CRH or the Network Providers Out-of-Pocket.</p> <p><b><u>Copayments:</u></b> Copayments do not apply towards the Deductible but do apply towards the Out-of-Pocket Maximum. After the Out-of-Pocket Maximum is satisfied, Copayments will no longer apply for the remainder of the Benefit Period.  *****</p> <p style="text-align: center;"><b>BRONZE</b></p> <p style="text-align: center;"><b>EMPLOYEE CONTRIBUTION</b></p> <p style="text-align: center;"><b>Per Pay Period</b></p> <table style="margin-left: auto; margin-right: auto;"> <tr> <td>Single</td> <td>\$ 53.44 per pay check</td> </tr> <tr> <td>EE/Spouse</td> <td>\$128.37 per pay check</td> </tr> <tr> <td>EE/Child(ren)</td> <td>\$123.11 per pay check</td> </tr> <tr> <td>Family</td> <td>\$140.34 per pay check</td> </tr> </table> <p style="text-align: center;"><b><u>Deductible (Network) \$6,450 / \$12,900 (Family)</u></b>  <b><u>Out-of-Pocket (Network) \$6,450 (Individual) / \$12,900 (Family)</u></b>  After Deductible is satisfied, 100% coverage applies to all Network Services</p> <p style="text-align: center;"><b><u>Deductible (Non-PPO) \$12,900 (individual) / \$25,800 (Family)</u></b>  <b><u>Out-of-Pocket Max (Non-PPO) \$25,800 (Individual) / \$51,600 (Family)</u></b>  50% coverage for Non-PPO services after Deductible is met  100% coverage applies after Out-of-Pocket met</p> <p>Charges will cross accumulate between Network and Non-Network Provider Out-of-Pocket Maximums.</p>	Single	\$ 86.70 per pay check	EE/Spouse	\$184.30 per pay check	EE/Child(ren)	\$162.38 per pay check	Family	\$211.19 per pay check	Single	\$ 53.44 per pay check	EE/Spouse	\$128.37 per pay check	EE/Child(ren)	\$123.11 per pay check	Family	\$140.34 per pay check
Single	\$ 86.70 per pay check																	
EE/Spouse	\$184.30 per pay check																	
EE/Child(ren)	\$162.38 per pay check																	
Family	\$211.19 per pay check																	
Single	\$ 53.44 per pay check																	
EE/Spouse	\$128.37 per pay check																	
EE/Child(ren)	\$123.11 per pay check																	
Family	\$140.34 per pay check																	

<p><b>Dental Insurance</b></p> <p>This plan is self-funded by CRH and your premium pays for the following:</p> <ul style="list-style-type: none"> <li>• Dental</li> </ul> <p>➤ <b>PREMIUMS PAID PRE-TAX BY EMPLOYEE</b></p> <p>➤ <b>PREMIUMS ARE PAID EVERY PAY PERIOD (26/YEAR)</b></p> <p><b>MetLife</b> is our Third Party Administrator. (Company who actually pays the claims)</p>	<p>Available 1<sup>st</sup> day of the month after hire date to Full-time &amp; Part-time employees who work at least 60 hours in a two week pay period.</p> <p>Coverage is <u>not</u> available to Temporary, Seasonal, Casual Relief, Per Diem or Part-Time employees who work less than 60 hours in a two week pay period.</p> <p>Open enrollment for Dental Plan Coverage occurs annually in October/November for a January 1<sup>st</sup> effective date.</p>	<p style="text-align: center;"><b>EMPLOYEE CONTRIBUTION</b> <b>Per Pay Period</b></p> <table style="margin-left: auto; margin-right: auto;"> <tr> <td>Single</td> <td>\$ 4.80 per pay check</td> </tr> <tr> <td>EE/Spouse</td> <td>\$ 8.94 per pay check</td> </tr> <tr> <td>EE/Child(ren)</td> <td>\$ 9.76 per pay check</td> </tr> <tr> <td>Family</td> <td>\$ 15.60 per pay check</td> </tr> </table> <p style="text-align: center;">Dental Plan document is posted on the Employee Portal.</p>	Single	\$ 4.80 per pay check	EE/Spouse	\$ 8.94 per pay check	EE/Child(ren)	\$ 9.76 per pay check	Family	\$ 15.60 per pay check
Single	\$ 4.80 per pay check									
EE/Spouse	\$ 8.94 per pay check									
EE/Child(ren)	\$ 9.76 per pay check									
Family	\$ 15.60 per pay check									
<p><b>Vision Insurance</b></p> <p>This plan is self-funded by CRH and your premium pays for the following:</p> <ul style="list-style-type: none"> <li>• Vision</li> </ul> <p>➤ <b>PREMIUMS PAID PRE-TAX BY EMPLOYEE</b></p> <p>➤ <b>PREMIUMS ARE PAID EVERY PAY PERIOD (26/YEAR)</b></p> <p><b>MetLife</b> is our Third Party Administrator. (Company who actually pays the claims)</p>	<p>Available 1<sup>st</sup> day of the month after hire date to Full-time &amp; Part-time employees who work at least 60 hours in a two week pay period.</p> <p>Coverage is <u>not</u> available to Temporary, Seasonal, Casual Relief, Per Diem or Part-Time employees who work less than 60 hours in a two week pay period.</p> <p>Open enrollment for Vision Plan Coverage occurs annually in October/November for a January 1<sup>st</sup> effective date.</p>	<p style="text-align: center;"><b>EMPLOYEE CONTRIBUTION</b> <b>Per Pay Period</b></p> <table style="margin-left: auto; margin-right: auto;"> <tr> <td>Single</td> <td>\$ 2.43 per pay check</td> </tr> <tr> <td>EE/Spouse</td> <td>\$ 4.77 per pay check</td> </tr> <tr> <td>EE/Child(ren)</td> <td>\$ 4.49 per pay check</td> </tr> <tr> <td>Family</td> <td>\$ 6.83 per pay check</td> </tr> </table> <p style="text-align: center;">Vision Plan document is posted on the Employee Portal.</p>	Single	\$ 2.43 per pay check	EE/Spouse	\$ 4.77 per pay check	EE/Child(ren)	\$ 4.49 per pay check	Family	\$ 6.83 per pay check
Single	\$ 2.43 per pay check									
EE/Spouse	\$ 4.77 per pay check									
EE/Child(ren)	\$ 4.49 per pay check									
Family	\$ 6.83 per pay check									
<p><b>Flexible Spending Account</b></p>	<p>Available 1<sup>st</sup> of month after hire date to Full-time and Part-time employees who work a minimum of 30 hours/week or more.</p> <p>Coverage is <u>not</u> available to Temporary, Seasonal, Casual Relief, Per Diem or Part-Time employees who work less than 30 hours/week.</p> <p>Open enrollment for Flexible Spending Accounts occurs annually in October/November for a January 1<sup>st</sup> effective date.</p>	<p>Employees eligible to participate in a pre-tax Flexible benefits plan.</p> <ul style="list-style-type: none"> <li>• Employee pays administration fee. <ul style="list-style-type: none"> <li>○ <i>Administration fee of \$2.50 per pay period to be in the plan.</i></li> </ul> </li> <li>• Maximum annual election allowed: \$3,050.00 (Medical) <ul style="list-style-type: none"> <li>○ <i>\$500.00 carry over into the New Year allowed.</i></li> </ul> </li> <li>• Maximum annual election allowed: \$5,000 (Child Care) or \$2,500 per spouse if filing separate tax returns. <ul style="list-style-type: none"> <li>○ <i>There is a 2-1/2 month grace period in the following year to spend unused child care dollars from the previous year.</i></li> </ul> </li> </ul>								

<p><b>Health Savings Account (HSA)</b></p>	<p>Available 1<sup>st</sup> of month after hire date to Full-time and Part-time employees who work a minimum of 30 hours/week or more.</p> <p>Must be enrolled in the <b>Bronze</b> HDHP</p> <p>Coverage is <u>not</u> available to Temporary, Seasonal, Casual Relief, Per Diem or Part-Time employees who work less than 30 hours/week.</p> <p>Open enrollment for HSA Accounts occurs annually in October/November for a January 1<sup>st</sup> effective date.</p>	<p>Employees eligible to participate in a pre-tax HSA plan.</p> <ul style="list-style-type: none"> <li>● 2023 Contribution Limits <ul style="list-style-type: none"> <li>○ Self-only \$3,850.00</li> <li>○ Family \$7,750.00</li> <li>○ HSA catch-up contributions (age 55+) <ul style="list-style-type: none"> <li>▪ Add'l \$1,000.00</li> </ul> </li> </ul> </li> </ul>						
<p><b>MASA Medical Transport Solutions</b></p>	<p>Available 1<sup>st</sup> day of the month after hire date to Full-time &amp; Part-time employees who work at least 60 hours in a two week pay period.</p> <p>You can join any time, there are no open enrollment restrictions.</p>	<p>Emergency Air and Ground Transport Insurance, non-emergent inter-facility transportation, repatriation/recouperation.</p> <p>Employees are charged <b>\$19/month</b> premium for the whole household.</p>						
<p><b>AFLAC</b></p>	<p>Available 1<sup>st</sup> day of the month after hire date to Full-time &amp; Part-time employees who work at least 60 hours in a two week pay period.</p> <p>Changes to your policy may be subject to Open Enrollment timeframe.</p> <p>All claims should be handled by contacting your AFLAC representative.</p> <p>Coverage is <u>not</u> available to Temporary, Seasonal, Casual Relief, Per Diem or Part-Time employees who work less than 60 hours in a two week pay period</p>	<p>Paid by Employee.</p> <p>Supplemental insurance that can be purchased by the employee.</p> <table border="0" style="width: 100%;"> <tr> <td style="width: 50%;">Disability Income Protection</td> <td style="width: 50%;">Personal Accident Indemnity</td> </tr> <tr> <td>Cancer Indemnity</td> <td>Hospital Intensive Care Insurance</td> </tr> <tr> <td>Vision</td> <td>Dental</td> </tr> </table>	Disability Income Protection	Personal Accident Indemnity	Cancer Indemnity	Hospital Intensive Care Insurance	Vision	Dental
Disability Income Protection	Personal Accident Indemnity							
Cancer Indemnity	Hospital Intensive Care Insurance							
Vision	Dental							

<p><b>Basic Life Insurance:</b> \$10,000.00</p> <p><b><i>Reliance Standard</i></b> is our Life Insurance vendor.</p>	<p>Available 1<sup>st</sup> day of the month after hire date to Full-time &amp; Part-time employees who work at least 60 hours in a two week pay period.</p> <p>Coverage is <u>not</u> available to Temporary, Seasonal, Casual Relief, Per Diem or Part-Time employees who work less than 60 hours in a two week pay period.</p>	<p>Paid for by CRH.</p>
<ul style="list-style-type: none"> <li>• <b>Supplemental Employee Term Life &amp; AD&amp;D</b></li> <li>• <b>Spouse Term Life &amp; AD&amp;D</b></li> <li>• <b>Dependent Children Term Life &amp; AD&amp;D</b></li> </ul> <p><b><i>Reliance Standard</i></b> is our vendor.</p>	<p>Available 1<sup>st</sup> day of the month after hire date to Full-time &amp; Part-time employees who work at least 60 hours in a two week pay period.</p> <p>Coverage is <u>not</u> available to Temporary, Seasonal, Casual Relief, Per Diem or Part-Time employees who work less than 60 hours in a two week pay period.</p> <p>** There is no open enrollment period for Supplemental Life, etc. Any application for enrollment or increase in coverage after a 31 day window for enrollment when you are first eligible will be subject to late enrollment and would be subject to Evidence of Insurability (EOI).</p>	<p>Paid by Employee. The employee must elect supplemental Life Insurance for themselves in order to cover spouse or children in supplemental Life Insurance.</p>

<p><b>Voluntary Short-Term Disability Plan</b></p> <p><i>Reliance Standard</i> is our vendor.</p>	<p>Available 1<sup>st</sup> day of the month after hire date to Full-time &amp; Part-time employees who work at least 60 hours in a two week pay period.</p> <p>Coverage is <u>not</u> available to Temporary, Seasonal, Casual Relief, Per Diem or Part-Time employees who work less than 60 hours in a two week pay period.</p> <p>** There is no open enrollment period for STD. Any application for enrollment or increase in coverage after a 31 day window for enrollment when you are first eligible, will be subject to late enrollment and would be subject to Evidence of Insurability (EOI).</p>	<p>Paid by Employee. The insurance provides up to 60% of your salary to a maximum <u>weekly</u> benefit of \$1,000 up to 13 weeks.</p> <p>Medical Short-term Disability has a 7-day waiting period before benefits are paid.</p> <p>Accident Disability pays as of the first day of disability.</p>
<p><b>Voluntary Long-Term Disability Plan</b></p> <p><i>Reliance Standard</i> is our vendor.</p>	<p>Available 1<sup>st</sup> day of the month after hire date to Full-time &amp; Part-time employees who work at least 60 hours in a two week pay period.</p> <p>Voluntary LTD insurance benefits begin after satisfying the 90-day elimination period.</p> <p>Coverage is <u>not</u> available to Temporary, Seasonal, Casual Relief, Per Diem or Part-Time employees who work less than 60 hours in a two week pay period.</p> <p>** There is no open-enrollment period for LTD. Any application for enrollment or increase in coverage after a 31 day window for enrollment when you are first eligible, will be subject to late enrollment and would be subject to Evidence of Insurability (EOI).</p>	<p>Paid by Employee. The insurance provides up to 60% of your salary, to a maximum <u>monthly</u> benefit of \$5,000.</p>

<p><b>457 Deferred Compensation Plan</b></p> <p><i>Principal Financial Group</i> is our vendor.</p>	<p>Available the 1<sup>st</sup> day of the month after hire date to Full-time, Part- time employees.</p> <p>Temporary, Seasonal, Casual Relief and Per Diem employees are not eligible to participate in this plan.</p> <p>** There is no open enrollment period for the 457 Pension Plan. Eligible employees can join at any time.</p>	<p>Employee can contribute up to the maximum the federal government allows of total gross earnings per paycheck according to the Deferred Compensation Plan Adoption Agreement</p> <p>Maximum annual contribution for plan year 2023 is \$22,500.00</p> <p>The “Catch Up” program with the Pension Plans allows an employee to contribute an additional \$7,500 annually (for plan year 2023).</p>
<p><b>Money Purchase Pension Plan</b></p> <p><i>Principal Financial Group</i> is our vendor.</p>	<p>Available 1<sup>st</sup> day of the month after hire date to Full-time &amp; Part-time employees who work at least 60 hours in a two week pay period.</p> <p>Part-Time employees who work less than 60 hours in a two week pay period, Casual Relief, Temporary and Per Diem employees are not eligible to participate in this plan.</p> <p>There is no open enrollment period for the 457 Pension Plan. Eligible employees can join at any time.</p>	<p>CRH’s contribution shall be equal to 100% of the first 4% of the participants compensation deferred. Employee is 50% vested after 1 year of employment &amp; 100% vested after 2 years of employment.</p>
<p><b>529 Tuition Savings Plan</b></p>	<p>Available to all employees. Sign up for an employer-sponsored College-America 529 tuition savings plan with American Funds from Capital Group.</p>	<p>Complete application available in Human Resources and on the Employee Portal under Human Resources. You must set up your fund through Allied Investment Advisors. Make an appointment with:</p> <p>Sarah Siderius  Allied Investment Advisors  <a href="mailto:sarah@alliedinvest.net">sarah@alliedinvest.net</a>  Direct: (406) 601-1316  Main: (406) 839-2037</p>

<p><b>Employee Assistance Program (EAP)</b></p>	<p>Available as soon as employed. Available for Employee and Employee's family.</p> <p><i>Available to all employees.</i></p> <p>Six Free visits <b>per issue</b>.</p> <p>Call: KEPRO 1-800-999-1077</p>	<p>Issues that EAP program addresses</p> <ul style="list-style-type: none"> <li>• Stress/Anxiety</li> <li>• Grief</li> <li>• Alcohol/Drug</li> <li>• Family</li> <li>• Marriage</li> <li>• Depression</li> <li>• Legal/Financial Issues</li> <li>• Relationships – Personal/Work related</li> </ul>
<p><b>KnovaSolutions</b></p>	<p>Available as soon as employed. Available for Employees and family members enrolled in our Health Insurance Plan.</p> <p>You can enroll in KnovaSolutions by any of the following means:</p> <ul style="list-style-type: none"> <li>• Call 1-800-355-0885 to speak to someone on your KnovaSolutions team.</li> <li>• Email at: <a href="mailto:contactknovasolutions@workpartners.com">contactknovasolutions@workpartners.com</a> and receive a welcome email from your team.</li> <li>• Wait for a contact center agent to call you to get you enrolled.</li> </ul>	<p>If you or a member of your household is struggling to make health care decisions, get the information you need, or manage a complex medical condition, KnovaSolutions may be able to help.</p> <p>This assistance is available at <b>no cost to you</b>. Information about your or your family member's health will never be shared with Cody Regional Health.</p>

<p><b>Paid Time Off (PTO)</b></p>	<p>Available to all Full time and Part Time employees. PTO accrues from your first day of employment. <b>Not eligible for use until after 90 days of employment. **No borrowing ahead.</b></p> <p><b>1st year accrual includes (for FT80 status):</b></p> <ul style="list-style-type: none"> <li>• 80 hours of vacation</li> <li>• 40 hours sick pay</li> <li>• 56 hours of holiday pay</li> </ul> <p><b>Total = 176 hours (22 8-hour days)</b></p> <p><b><u>Maximum accrual is 1.5 times the accrued number above: Example 176 x 1.5 = 264 Hrs</u></b></p> <p><u>Not available to Temporary, Seasonal, Casual Relief or Per Diem employees.</u></p>	<p><b>Holidays Include:</b></p> <ul style="list-style-type: none"> <li>• New Year's Day</li> <li>• Easter</li> <li>• Memorial Day</li> <li>• Independence Day</li> <li>• Labor Day</li> <li>• Thanksgiving Day</li> <li>• Christmas Day</li> </ul> <p><b>Includes:</b></p> <table border="1" data-bbox="1203 431 2030 894"> <thead> <tr> <th>Years of Employment</th> <th>Accrual Rate per Hour</th> <th>Annual PTO Accrual</th> <th>Maximum Accrual</th> <th>Maximum Accrual Per Pay Period</th> </tr> </thead> <tbody> <tr> <td>0-3</td> <td>.084727</td> <td>176 hours</td> <td>264 hours</td> <td>6.78</td> </tr> <tr> <td>4-7</td> <td>.104016</td> <td>216 hours</td> <td>324 hours</td> <td>8.32</td> </tr> <tr> <td>8-14</td> <td>.123136</td> <td>256 hours</td> <td>384 hours</td> <td>9.85</td> </tr> <tr> <td>15-19</td> <td>.126923</td> <td>264 hours</td> <td>392 hours</td> <td>10.15</td> </tr> <tr> <td>20-24</td> <td>.130769</td> <td>272 hours</td> <td>400 hours</td> <td>10.46</td> </tr> <tr> <td>25+</td> <td>.134615</td> <td>280 hours</td> <td>408 hours</td> <td>10.77</td> </tr> </tbody> </table>	Years of Employment	Accrual Rate per Hour	Annual PTO Accrual	Maximum Accrual	Maximum Accrual Per Pay Period	0-3	.084727	176 hours	264 hours	6.78	4-7	.104016	216 hours	324 hours	8.32	8-14	.123136	256 hours	384 hours	9.85	15-19	.126923	264 hours	392 hours	10.15	20-24	.130769	272 hours	400 hours	10.46	25+	.134615	280 hours	408 hours	10.77
Years of Employment	Accrual Rate per Hour	Annual PTO Accrual	Maximum Accrual	Maximum Accrual Per Pay Period																																	
0-3	.084727	176 hours	264 hours	6.78																																	
4-7	.104016	216 hours	324 hours	8.32																																	
8-14	.123136	256 hours	384 hours	9.85																																	
15-19	.126923	264 hours	392 hours	10.15																																	
20-24	.130769	272 hours	400 hours	10.46																																	
25+	.134615	280 hours	408 hours	10.77																																	
<p><b>PTO Benefits at Termination</b></p>	<p>After 90 days of employment</p>	<p>With appropriate notice of resignation, balance of all unused accrued PTO hours will be paid at the regular base rate of pay in accordance with policy # 396 Paid Time Off Program-Addendum.</p>																																			



<p><b>Extended Illness Bank (EIB)</b></p>	<p>The employee will accrue an EIB bank from which they can use to provide compensation for extended illness, injury or to care for the employee’s spouse, child, or parent as defined by the Family Medical Leave Act.</p> <p>Available to all Full time and Part Time employees. EIB accrues from your first day of employment. – <b>Not eligible for use until after 90 days of employment. **No borrowing ahead.</b></p> <p>See accrual rate schedule in the Personnel Policy Manual.</p> <ul style="list-style-type: none"> <li>• EIB accrues at .0269 hours per hour paid up to 80 hours/pay period totaling 56 hours per calendar year.</li> <li>• Maximum hours allowed to accrue in any employee’s account is 480.</li> </ul> <p><u>Not</u> available to Temporary, Seasonal, Casual Relief or Per Diem employees.</p>	<p>Accrued on actual hours worked except overtime and on-call hours. Coverage for items such as:</p> <ul style="list-style-type: none"> <li>• Hospitalization</li> <li>• Out Patient Procedure</li> <li>• Birth/adoption of child</li> <li>• Worker’s Compensation Injury</li> <li>• Serious health condition of self</li> <li>• To care for spouse, son or daughter or parent of employee if such has a serious health condition</li> </ul>
<p><b>Jury Duty:</b></p>	<p>As soon as employed. <u>Not</u> available to Temporary, Seasonal, Casual Relief or Per Diem employees.</p>	<p>Employee receives salary for scheduled work days to their employment status while they are on jury duty. Employee then signs check received for jury duty and turns over to CRH.</p>
<p><b>Shift Differential</b></p>	<p>As soon as employed</p>	<p>Evenings \$2.00      Nights \$3.00</p>

<p><b>Funeral Leave (Bereavement)</b></p>	<p>As soon as employed.</p> <p>Available to all employees except Temporary, Seasonal, Casual Relief or Per Diem as soon as you are employed.</p>	<p>Regular full-time and part-time employees will be granted up to 3 scheduled work days off with pay for funeral leave. If travel distance 800 miles or more, an employee may receive an additional consecutive day of leave. Immediate family, for purposes of this policy, shall include: employee's spouse, parent (foster &amp; step), child (foster &amp; step), sibling, son or daughter-in-law, grandparent (foster &amp; step), grandchild (foster &amp; step), domestic partner, spouse's immediate family members as listed above. *See Bereavement policy for further clarification*</p>
<p><b>Use of Cafeteria (Buffalo Bistro)</b></p>	<p>As soon as employed</p> <p>Available to all employees except Temporary, Seasonal, Casual Relief or Per Diem as soon as you are employed.</p>	<ul style="list-style-type: none"> <li>• Meals and refreshments provided at employee discount.</li> <li>• Buffalo Bistro payroll deduction cards are available in HR Dept.</li> </ul>
<p><b>Breaks</b></p>	<p>As soon as employed.</p> <p>Available to all employees.</p>	<p>Two 15-minute periods per 8 hour shift One 15-minute period per 4 hour shift.</p>

<p><b>Other benefits for CRH Employees including Casual Relief &amp; Per Diem</b></p>	<p>As soon as employed. <i>Available to all employees.</i></p> <p>.....</p>	<p><b>Hertz Car Rentals</b>– Discount for being CRH employee. Available local only.</p> <p><b>Wyoming Wireless</b>- Discounts on accessories.</p> <p><b>Papa Murphy’s (take home pizza)</b> – Reduced prices</p> <p><b>Gottsche Corporate Fitness Membership</b> –Membership discounts. Contact Gottsche at (307) 578-1970 for current rates.</p> <p><b>Rodeo Season Pass:</b> Discounted Season Pass. Available for employee only. Purchase at Rodeo Office.</p> <p>.....</p> <p><b>Buffalo Bill Center of the West</b>  As a CRH employee you can reserve one of the two membership cards for you and your family by contacting Human Resources, and letting them know what date you would like to use a card. The membership card will allow the employee and one guest free admission to the Center and discounts at the BBCOW like the Gift Shop and Eatery.</p>
---	---	---