



SUMMARY OF BENEFITS - 2024

- **Health Insurance** – Gateway offers Anthem benefit packages to employees who work full-time (at least 36 hours a week) for a period of 60 days. Employees will then be eligible for benefits on the 1st day of the month after the 60-day full-time requirement is met. Gateway covers more than half (60%) of the premium cost for employees. Gateway also has an annual open enrollment period during March for qualifying nurses.
- **Dental Insurance** – Gateway offers dental insurance through Ameritas Dental. Dental benefits are offered to employees who work full-time (at least 36 hours a week) for a period of 60 days. Employees will then be eligible for benefits on the 1st day of the month after the 60-day full-time requirement is met. Gateway also has an annual open enrollment period during March for qualifying nurses.
- **Vision Insurance** – Gateway offers vision insurance through the health insurance at no additional costs to the employee. The vision insurance covers the cost of an annual eye exam and a portion of the costs of contact lenses.
- **Direct Deposit** – Direct Deposit is available immediately and at no additional cost to all employees. Additionally, you will have immediate on-line access to your paystubs and annual tax forms.
- **Holiday Pay** – Employees will be paid time and half for the following holidays, **if** they are worked & observed by the client. Not all clients offer Holiday Pay. For a more comprehensive list of which holidays are eligible for holiday pay, please refer to the “Payroll Calendar”:
 - New Year’s Day
 - Memorial Day
 - Independence Day
 - Labor Day
 - Thanksgiving Day
 - Christmas Day
- **PTO** – All benefit eligible employees will accrue .77 hours of PTO for every 32 hours worked per week for a total of 40 hours PTO per year. PTO is to be used in the year it was earned and does not carry over. PTO will be paid at the rate of pay the PTO time was earned and/or the employee’s normal hourly wage. If the employee is on a contract with crisis rates, the employee will be paid PTO at their regular rate – not the crisis rate. Employees are not guaranteed compensation for unused PTO upon termination. PTO has no cash value and merely provides paid time off during full-time employment.
- **Referral Bonus** - Gateway will pay current employees a generous referral bonus (depending on licensures and certifications) for any candidate referred that either completes 300 hours within 6 months from date of hire or is placed as a direct hire by the Company. We pay referral bonuses once quarterly for qualifying employees. They are distributed on the last Friday of the first month of the quarter (January, April, July, October). You must have worked within the past 90 days to be eligible to receive your referral bonus. Referrals **MUST** be put on applications, or mentioned in the initial interview. Otherwise, there will be no payment made. Referrals are as follows:
 - C.N.A./M.A.: \$150
 - LPN: \$250
 - RN: \$350
 - Medical Office Personnel: \$200
 - Executive Leadership Positions: \$300



- All other employees: \$100-\$300 to be determined by recruiter & HR upon hire.
- **Travel Packages** - Gateway is able to offer competitive compensation for nurses on travel assignments. We offer tax-free housing and meals stipend to cover the costs of travelling, and have partnered with a private Hotel platform to exclusively offer our employees the lowest hotel rates available for long term assignments. The package availability varies by client & current market demands, so speak to your recruiter about your career goals and opportunities.
- **Workers' Compensation** – Workers' compensation provides medical treatment and limited income protection in the event an employee is injured on the job or contracts a disease that is covered under the governing Worker's Compensation Act Workers' Compensation insurance is required by state law and is funded by the Company.

Benefits are subject to change. Please e-mail payroll@gatewayhealthpros.com with any questions about benefits.