

Greenway Health Pay Bands

Job Level / Salary Band	Min	Max
8	\$220,000	\$412,500
7	\$168,000	\$315,000
6	\$113,000	\$295,500
5	\$55,000	\$185,500
4	\$43,000	\$150,500
3	\$35,000	\$96,000
2	\$32,500	\$84,000
1	\$28,500	\$57,500

Benefits at a Glance

Health & Wellness	What	When	Who
Medical - CDHP Option	Consumer Driven Health Plan with choice of in-network and out-of-network providers, prescription plan, domestic partner coverage, 80/20 coinsurance after deductible for in-network coverage, telemedicine option available.	The 1st of the month following date of hire	CIGNA
Health Savings Account	Greenway provides employer seed funding and matching up to \$2,000 a year based on medical coverage selected, salary band, and wellness participation (outlined below). **Requires enrollment in the CDHP medical plan**	The 1st of the month following date of hire	PNC Bank
Health Flexible Spending Account	Up to \$2,750 tax-free contribution each year toward qualifying medical costs	The 1st of the month following date of hire	HR Simplified

Health & Wellness (cont.)	What	When	Who
Dental	Dental PPO plan. Choice of in-network and out-of-network providers.	The 1st of the month following date of hire	MetLife
Vision	Basic vision coverage with various discounts (including lasik).	The 1st of the month following date of hire	CIGNA
Flexible Spending Account - Dependent Care	Up to \$5,000 (\$2,500 if married filing separate) tax-free contribution each year towards qualified dependent care costs.	The 1st of the month following date of hire	HR Simplified
Short Term Disability	Income protection for extended illness. 60% of weekly earnings up to 25 weeks.	The 1st of the month following date of hire	Prudential
Voluntary Short Term Disability (Buy-up to 20% of weekly earnings)	Additional income protection for extended illness. 20% of weekly earnings up to 25 weeks.	The 1st of the month following date of hire	Prudential
Long Term Disability	Income protection for extended illness once Short Term Disability runs out. Covers 60% of monthly earnings until normal retirement age.	The 1st of the month following date of hire	Prudential
Basic Life and Accidental Death & Dismemberment	Flat \$50,000 life and AD&D coverage for eligible Employees	The 1st of the month following date of hire	Prudential
Voluntary Life	Additional Life Insurance for Employees, Spouses, Domestic Partners and Children	The 1st of the month following date of hire	Prudential

Health & Wellness (cont.)	What	When	Who
Voluntary Accidental Death & Dismemberment	Additional Accidental Death and Dismemberment Insurance for Employees, Spouses, Domestic Partners and Children	The 1st of the month following date of hire	Prudential
Voluntary Critical Illness Insurance	Plan pays a lump sum benefit upon first diagnosis of a covered condition (e.g. cancer, heart attack, stroke, kidney failure, etc.)	The 1st of the month following date of hire	CIGNA
Voluntary Hospital	Pays a lump sum payout for inpatient hospital admission and stays.	The 1st of the month following date of hire	CIGNA
*Working Spouse Surcharge applies when your spouse or domestic partner has the option of coverage through their employer, but they opt to be on Greenway's plan. Surcharge is \$100/month.			
Voluntary Accidental Injury Plan	Plan pays a lump sum cash benefit for a broad range of accident treatments and conditions.	The 1st of the month following date of hire	CIGNA
Business Travel Accident & Business Travel Medical Coverage	Plan provides comprehensive worldwide coverage for accidental injury, death or sickness for employees, spouses, domestic partners, or children traveling on company business.	Immediately (Day 1)	CHUBB
401(k)	Pre-Tax savings up to IRS limits. Company Match is 50% of salary deferred, up to 6% of eligible compensation. Company Match deposited biweekly. 100% vesting after 1 year.	Immediately (Day 1)	Fidelity
Wellness Program Incentive	Wellness participants can earn an incentive each quarter for earning at least 20 points in Greenway's Wellness Program.	Immediately (Day 1)	Asset Health

Quality of Life	What	When	Who
Employee Assistance Program	Confidential resources for life assistance available 24/7	The 1st of the month following date of hire	CIGNA
Paid Time Off	Open PTO policy (called MyTime), with no maximum limits or accrual required. Can be used for vacation, bereavement, jury duty, volunteer time, periodic illness, etc.	Immediately (Day 1)	Greenway
Tuition Reimbursement	Up to \$5,000 toward tuition reimbursement.	After 1 year	Greenway
Paid Leave	Up to 4 weeks of paid leave annually for medical leaves, FMLA leaves, or parental leave.	Based on eligible leave circumstance	Greenway
Healthy Pregnancies/ Healthy Babies	Educational and resource driven program for moms-to-be on Greenway's medical plans. Comes with program completion incentive of \$150 (1st trimester enrollment) or \$75 (2nd trimester enrollment).	Immediately after medical enrollment.	CIGNA

Workplace Enhancers	What	When	Who
Referral Program	Bonus for referring a candidate if he/she is successfully placed in a role at Greenway (bonus amounts vary)	After referral's hire date	Greenway
Corporate Discounts	Deep discounts at over 30,000 merchants, including: AMC Theaters, Verizon Fios, Verizon Wireless, AT&T, AAA and more.	Immediately (Day 1)	Perks at Work
Life Event Gifts	Corporate gifts for significant occasions.	Immediately (Day 1)	Greenway
So Fi	Student loan refinancing for loans taken out by you or for a family member.	Immediately (Day 1)	SoFi
MetLife Auto & Home	Provides access to home and auto insurance with special savings, outstanding customer service, a full suite of products to meet your diverse insurance needs and discounts that could save you hundreds.	Immediately (Day 1)	MetLife
Prudential Financial Wellness Center	A convenient way to start achieving financial wellness, the center hosts relevant content that engages employees across a wide range of topics, including budgeting, debt management, life insurance, estate planning strategies, college funding, and saving for retirement. And it helps you learn on your terms!	Immediately (Day 1)	Prudential

Holidays	What	When	Who
10 Paid Holidays	"New Year's Day Martin Luther King Day Memorial Day Juneteenth Independence Day Labor Day Thanksgiving Day Day after Thanksgiving Christmas Eve Christmas Day	Immediately (Day 1)	Greenway

Last updated: 08/16/2021