

Cornerstone Behavioral Healthcare

PM.6 Compensation

COMPENSATION PLAN

Cornerstone Behavioral Healthcare has developed a compensation plan that places each job position within an annual, hourly, or per diem wage range.

PAY PERIOD

Employees are paid every two weeks.

COMPENSATION FOR MANDATORY TRAINING

Employees will be compensated for mandatory trainings on the following basis

- Hourly employees will be compensated at their regular rate of pay
- Salaried employees will be compensated at their regular rate of pay
- Per diem employees will be compensated at their administrative rate of pay up to five hours per year

OVERTIME

For non-exempt employees, hours worked will be paid at the employee's regular rate of pay for time worked up to forty (40) hours per week, and at time and a half for hours worked in excess of forty (40). Non-exempt employees may not work additional hours beyond those agreed upon for the work week, except when authorized in advance by CEO or designee. If unauthorized hours are worked, disciplinary action will follow.

Exempt employees are not eligible for overtime pay.

COMPENSATORY TIME OFF

When non-exempt employees are authorized to work more than their agreed upon work week, compensatory time off or "comp time" may not be offered or substituted in lieu of pay for additional hours worked.

Frank Willard

CEO

12/03/2025

Date