

Cornerstone Behavioral Healthcare

PM.6 Compensation

A. COMPENSATION PLAN

Cornerstone BHC has developed a compensation plan that places each job position within an annual or hourly wage range.

B. PAY PERIOD

Employees are paid every two weeks.

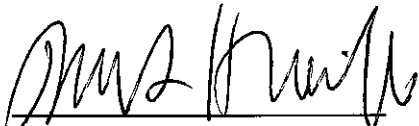
C. OVERTIME

Employees may not work additional hours beyond those agreed upon for the work week, except when authorized in advance by Executive Director or CEO. In the event that a non-exempt employee is authorized to work additional hours, he/she will be paid at the regular rate of pay for time worked up to forty (40) hours a week, and at time and a half for hours in excess of forty (40).

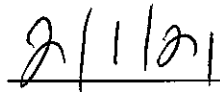
D. COMPENSATORY TIME OFF

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.

Exempt employees are not paid for additional hours worked and are not entitled to compensatory time except under exceptional circumstances as determined by the Executive Director, CEO, or their respective designees. In those cases compensatory time will not be granted on an hour-for-hour basis, but rather at the discretion and judgment of the Executive Director or CEO.



CEO



Date