

# Say Hello 🖐️ to Pickup Perks

A new incentive program  
for picking up extra hours.  
Earn up to \$6/hour in a pay  
differential



**+\$6/hr**

**+\$4/hr**

**+\$2/hr**

## Who is it for?

Full-time, caregiver employees:

- |                            |  |
|----------------------------|--|
| Registered Nurse           | Wound Care RN                                |
| Charge Nurse               | Wound Care LPN                               |
| Certified Rehab RN         | Clinical Supervisor IRF                      |
| Float RN                   | Licensed Practical-Vocation Nurse            |
| RN Resident                | Licensed Practical-Vocation Nurse Apprentice |
| Nurse Assistant Apprentice | Certified Nurse Assistant                    |
| Dialysis RN                | Nursing Assistant                            |
| CNA Apprentice             |  |

## How does it work?

Employees who pick up additional shifts and meet or exceed a designated number of productive hours\* during each qualification period will earn a \$2, \$4 or \$6 hourly pay differential for all \*productive hours worked during the bonus period!

*\*Scheduled PTO hours count toward tier achievement, but are paid out at the base rate.. Sick time, in-service, orientation, unplanned callouts, jury duty and bereavement time do not count toward tier achievement.*

## How to get started?

Create a Gratia account by scanning the first QR code below. You'll receive a welcome text with directions to sign into your new account. You can access Gratia's mobile-friendly site on your phone or desktop. It's your home base to learn about the program, track your progress toward earning a tier, and receive important announcements!

**Get Started Today!**

**Create your account!**  
Scan here to **sign up:**



**Access your account!**  
Scan here to **sign in:**



## Periods

### ✔ Qualification Period

The current quarter where eligible employees must work a set number of hours to achieve a reward tier and earn points. Points can then be redeemed for a reward in the reward period.

### 🌟 Reward Period

The following quarter, where employees who achieved a tier in the qualification period can redeem earned points for a pay differential reward (up to \$6/hr) on every productive hour worked in the reward period.

Periods align with calendar quarters and are roughly 3 months:

**Q1** First Quarter  
Jan 1 - Mar 31

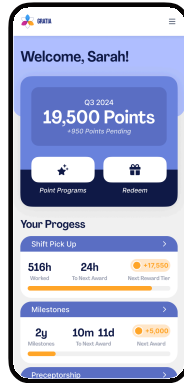
**Q2** Second Quarter  
Apr 1 - Jun 30

**Q3** Third Quarter  
Jul 1 - Sep 30

**Q4** Fourth Quarter  
Oct - Dec 31

## The Gratia App

- ✔ Discover reward programs you're eligible for and how to participate
- ✔ Track your progress towards goals and earn points
- ✔ Redeem your points for a pay differential



## Two-way Texting

You can text us, too! Gratia's two-way texting makes it easy to track your hours and get notified when you achieve a reward tier. Use these text commands to stay up to date on the program:

- STATUS** - check your tier status and hours
- SCHEDULE** - easily pick up extra hours
- SUPPORT** - chat with a live agent
- PROGRAM** - view Pickup Perks program details

## Tiers and qualifications

### 12-hr Shift Schedule Team Members:

#### Silver:

Minimum number of hours worked per quarter to qualify = **516**  
(48 extra hours or 4 extra shifts)

#### Gold:

Minimum number of hours worked per quarter to qualify = **540**  
(72 extra hours or 6 extra shifts)

#### Platinum:

Minimum number of hours worked per quarter to qualify = **564**  
(96 extra hours or 8 extra shifts)

### 8-hr Shift Schedule Team Members:

#### Silver:

Minimum number of hours worked per quarter to qualify = **552**  
(32 extra hours or 4 extra shifts)

#### Gold:

Minimum number of hours worked per quarter to qualify = **568**  
(48 extra hours or 6 extra shifts)

#### Platinum:

Minimum number of hours worked per quarter to qualify = **584**  
(64 extra hours or 8 extra shifts)

## Rewards

### 🌟 Silver

Earn 9,360 points! Enough to redeem for a **\$2/hr pay differential**

### 🌟 Gold

Earn 18,720 points! Enough to redeem for a **\$4/hr pay differential**

### 🌟 Platinum

Earn 28,080 points! Enough to redeem for a **\$6/hr pay differential**



Scan here to learn more about Pickup Perks and view detailed FAQs on eligibility, qualifications, rules/notices, and answers to anticipated questions.