



Gallivan, White & Boyd, P.A.
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Associate Benefit Summary

- ◆ **Medical Insurance** (HDHP w/HSA) After 1 Month Service
 - Premiums for Employee Paid by Firm
 - Premiums for Employee's Dependents Paid by Employee at a Reduced Rate
 - Prescription Benefits, Local and Mail-Order Pharmacy Coverage
 - Up to 50% of Deductible Funding of HSA by the Firm for Those Electing Employee Coverage and Up to 40% of Deductible Funding by the Firm for Those Electing Family Coverage
- ◆ **Employee Assistance Program**
- ◆ **Section 125 Cafeteria Plans** - Flexible Spending Account After 1 Month Service
- ◆ **Voluntary Dental** After 1 Month Service
- ◆ **Life Insurance** Paid by Firm at 1.25 times Yearly Salary to \$50,000 1st Day of Month Following 1 Month Service
- ◆ **Long-Term Disability** Insurance Paid by Firm 1st Day of Month Following 180 Days Service
- ◆ **Short-Term Disability** Insurance Paid by Firm 1st Day of Month Following 1 Month Service
- ◆ **Profit Sharing** Plan After 1 Year Service +, Beginning January 1 or July 1
- ◆ **401(k)** Plan After 1 Year Service +, Beginning January 1 or July 1
- ◆ Consideration for Partnership after Seven Years
- ◆ 19 Paid Leave Days Per Year
 - 10 Paid Vacation Days Per Year (After 1 Year Service)
 - 9 Paid Holidays Per Year
- ◆ Yearly Salary Review
- ◆ Paid Semi-monthly
- ◆ Covered Under the Firm's Professional Liability Insurance Policy
- ◆ Bar Dues Paid by Firm
- ◆ Continuing Legal Education Seminars Paid by Firm
- ◆ Employee Recognition Programs and Social Events

Nothing in this summary shall be construed to create an express or implied contract of employment or to otherwise imply a contractual relationship between Gallivan, White & Boyd, P.A. and any employee. Notwithstanding any of the provisions of this summary, all employees are at-will employees.