

YIOT Club

The You're In Our Thought (YIOT) Club has been established for the purpose of recognizing and responding to the significant events in the lives of the Henry County Health Center (HCHC) associates who are current YIOT members. The club offers its membership the opportunity to be part of a collective response to distresses and hardships of our associates, as well as, their positive experiences and milestones.

Membership is voluntary and open to all full and part-time associates of HCHC. Associates may elect to join the club at their time of hire or annually during the open enrollment period. The election of membership will result in a payroll deduction of \$0.46 per pay period.

Completed Disbursement Requests can be emailed to askhr@greatriverhealth.org. Any associate may complete the Disbursement Request form. Each department manager will keep a supply of this form and it is available on the GRH Total rewards site (www.grhtotalrewards.com) under the Total Rewards Education Lab section.

Members will be eligible for acknowledgement for the club as follows, subject to available funds:

- **Death of Associate, Spouse, or Minor Child/Step-child**
 - \$100 to associate, spouse, or the memorial fund, and appropriate flowers.
- **Death of Associate's Relative**
 - Grown child/step-child, parent, brother, sister, grandchild, grandparent, step-parent, mother-in-law, or father-in-law. \$50 to associate.
- **Illness / Injury of Associate**
 - Hospitalization
 - Outpatient Surgery
 - Illness/injury at home of four days or more - \$25 to associate
 - Additional benefit may be approved under Benevolence section
- **Benevolence**
 - Home fire, natural disaster, or other personal tragedy suffered by associate. Disbursement up to \$1,500 as approved by ACT sub-committee.
- **Wedding of Associate**
 - \$50 to the couple
- **Graduation of Associate**
 - \$50 to associate for graduation from high school, or completion of college –level Associate's, Bachelor's, or Master's degree program only. (Does not include passing boards).
- **Retirement**
 - \$100 for an associate's initial IPERS-qualified retirement.