

US Wages & Benefits Standards

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On April 2, 2019, Google announced a minimum standard for wages and benefits for members of our provisioned (with systems and/or badge access) extended workforce (temps and vendors) in the United States. In order to be a supplier of Google's extended workforce, this standard must be met and maintained. Suppliers were required to comply with the wage standard by January 1, 2020 and the benefits standard by January 1, 2022, at the latest.

Note: This standard will extend to similar members of Alphabet's provisioned (with systems and/or badge access) extended workforce in the United States.

Minimum Wage

All members of Google's provisioned extended workforce, working in the United States, should be paid \$15/hour or more.

In locations where the minimum wage is more than \$15/hour, we will expect that you comply with that higher requirement.


Compliance Date: January 1, 2020

Benefits Eligibility

To comply, Google suppliers must provide the minimum wages and benefits outlined in Google's Wages and Benefits Standards to their employees who meet the following criteria:

Alphabet Companies	These standards apply to Google's U.S. based provisioned (with system and/or badge access) temps and vendors. These standards will be extended to Alphabet temps and vendors
Country	United States
Access	Provisioned with system and/or badge access to a Google operated building, excluding temporary badges
Employment Status	<ul style="list-style-type: none">Employees of the supplierEmployees of a company whom the supplier subcontracted all or a portion of the services they have been contracted by Google to perform
Exclusions	<p>Employment Status</p> <ul style="list-style-type: none">Independent contractors (1099)/independent contractors engaged by our suppliersWorkers under a collective bargaining agreementEmployed by government entities or educational institutions <p>Access granted exclusively through:</p> <ul style="list-style-type: none">30-day temporary badge (workers with limited access for a short period of time to Google buildings are given a 30-day temporary badge)Partner domain accounts (vendors provisioned with non-@google.com account)Vendor run facility, e.g. vendor-owned and vendor-operated (VOVO) <p>Scope of work</p> <ul style="list-style-type: none">Implementation work as part of the purchase of Software as a Service (SaaS), system, or toolAncillary customer support of a fully managed external service to answer Googler queries, e.g. customer support for insurance and healthcareAmenities providers and who directly perform and charge for services to, employees and workers at Google e.g. Hair cutting / NailsBusiness partners engaged to develop a joint offering either at our offices or using our systemsServices not wholly or mainly dedicated to Google in providing services (30hrs+ at Google)

While the wages portion of this policy must be followed without adjustment, Google's suppliers may include eligibility requirements to receive the benefits portion of this policy. However, those eligibility requirements should not exceed:

Waiting period	90 consecutive days on assignment at Google
Service requirement	<p>30 hours/week (average) on assignment at Google. Both "hours of service" and how such hours are averaged is to be determined according to the Affordable Care Act  (ACA) definitions.</p> <p>All benefits listed should be available as soon as individuals meet eligibility requirements.</p>

Healthcare

Employers of our extended workforce are required to offer a healthcare plan that includes, at a minimum, the following essential health benefits.

- Required essential health benefits (each as defined under the ACA) include:
 - Laboratory services
 - Emergency services
 - Prescription drugs
 - Mental health and substance use disorder services
 - Maternity and newborn care
 - Pediatric services, including oral and vision care
 - Rehabilitative and habilitative services and devices
 - Ambulatory patient services
 - Preventive and wellness services and chronic disease management
 - Hospitalization
- The healthcare plan offered must be valued at the ACA's Gold level or above, which generally means that the plan must provide a level of coverage that is designed to provide benefits that are actuarially equivalent to 80% of the full actuarial value of the benefits provided under the plan:
 - 80% – Plan paid (employer contribution + employee payroll deduction)
 - 20% – Employee out-of-pocket expenses

Cost to employees

The payroll deduction for:

- Employee-only coverage cannot exceed the federal poverty level safe harbor provision in the ACA to determine healthcare plan affordability. This rate changes annually and is adjusted by inflation.
- Dependent coverage cannot exceed 50% of the cost for that coverage.

Employer requirement

Employers may not take a pay or play penalty as allowed by the ACA in order to avoid providing a healthcare plan meeting these requirements.

While reference is made to the ACA, our requirement is not dependent on the applicability of the ACA to an employer. We use ACA references as generally accepted principles and definitions where applicable.

Paid Sick Day

Eight fully paid sick days per year

- Flexible paid time off (PTO) can go towards meeting the requirement
- In locations where the state/local law minimum paid sick days is more than eight days per year, we will require that you meet that higher requirement
- All eight paid sick leaves must be available once they meet all eligibility requirements

Paid Parental Leave

12 weeks fully paid parental leave

Parental leave is inclusive of:

- Adoption leave
- Baby bonding

This applies to birth, natural and adoptive parents
Short-term disability leave for birth moms will be on top of the 12 weeks

Tax Free Tuition Reimbursement

\$5,000 tax free tuition reimbursement per year

- Reimbursement should be used for career-related learning. Personal learning or hobbies should be excluded. If a supplier has internal learning management systems (e.g., skillbuilder) employees can use it to satisfy the requirement.
- If career-related learning is not available through internal resources, employees may leverage external resources that map back to a specific skill and have a guided curriculum by an instructor.

Employee Assistance Programs

Six support sessions per year to include

1. Remote/off-site services:
 - 24-hour crisis telephone response
 - Confidential assessment and counseling services
 - Referral support, tracking, and follow-up
 - Intervention/critical incident stress management
2. On-site assistance will be provided in a timely fashion for emergencies, including critical incident stress or management (CISM) defusing and debriefing, and other crisis response needs management and employees, including:
 - Substance abuse expertise
 - Access to qualified EA clinical providers
 - Dependent and domestic partner coverage
 - Guaranteed confidential recordkeeping

FAQs

General Policy/Program

Healthcare

Parental Leave

Tuition Reimbursement

Enforcement

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