



WINSLOW INDIAN HEALTH CARE CENTER, INC.

BENEFIT PACKAGE

Benefits are an important consideration to all candidates considering opportunities in today's workforce. WIHCC, Inc. prides itself on the progressive Benefits Package offered to employees to maintain the highest levels of care and support for our own personnel.

Eligible Employees Include: Full Time Hourly/Salaried maintaining 32-hours per week.

- **Medical** – A Preferred Provider Plan through Blue Cross Blue Shield of Arizona. Employees can choose to participate in the health plan, or waive WIHCC, Inc. sponsored medical coverage if they have coverage under another group medical plan. Coverage begins the first of the month following the date of hire. WIHCC, Inc. currently pays 80% of employee & dependent(s) premium cost. The highlights of the plan include a \$500 deductible and \$1000 maximum out of pocket annually.
- **Dental & Vision**– Dental and Vision coverage for the employee, spouse, and eligible dependants begins the first of the month following their hire date. WIHCC, Inc. currently pays 100% of employee & dependent(s) premium cost.
- **Group Term Life Insurance** – WIHCC, Inc. provides life insurance to employees up to \$100,000 of their annual salary, as well as, Accidental Death & Dismemberment through Lincoln Financial Group. Coverage begins the first of the month following the hire date.
- **Voluntary Term Life Insurance** – Supplemental life insurance at affordable group rates. Employees are able to select additional life insurance in increments of \$10,000 up to \$300,000. Eligible spouse may select life insurance in increments of \$5,000 at a rate not to exceed 50% of the employees elected amount. Dependents at \$10,000.
- **Short-Term Disability** – WIHCC, Inc. provides the employee with 60% of base pay prior to the disability. This coverage begins in the event of a disability after an employee is out for more than 30 days. WIHCC, Inc. pays 100% of the premium. Coverage begins the first of the month following the hire date.
- **Long-Term Disability** – WIHCC, Inc. provides the employee with 60% of base pay prior to the disability. This coverage begins once short-term disability expires. WIHCC, Inc. pays 100% of the premium. Coverage begins the first of the month following the hire date.
- **Retirement Plan** – 401(K) – WIHCC, Inc. offers full time employees with a retirement plan in the form of 401(K) package. This package includes a 3% profit share contribution that will be based on gross annual pay subject to a 3-year vesting period. In addition, WIHCC, Inc. will also meet and match employees who choose to participate in the plan up to 4%. The 401(k) plan) is administered by Genworth Financial. Vesting begins at the employees hire date.
- **Holidays** – Full time employees are eligible for twelve paid holidays per year.
- **Leave Accruals** – Employees will earn Sick Time at a rate of 4 hours per pay period. Vacation Time will be accrued at a rate of 4 hours per pay period for hourly employees and 6 hours per pay period for salaried.

This list represents highlights of certain benefit plans. It is not to be considered an employment contract with any employee or group of employees. In all cases, the official plan documents and insurance contracts will govern the payments of benefits. WIHCC, Inc. retains the right to add to, modify, or discontinue any of the programs contained herein.