

Winning Wheels, Inc,

Comprehensive Employment Benefits

**** Benefits in Italics are company paid/free to the team member*

Group Health Insurance

Plan Tier	Monthly Premium
Employee	\$150.00
Employee + Spouse	\$750.00
Employee + Child	\$750.00
Family	\$1150.00
Eligibility	Full-time team members
Effective	First of the month following hire date
Provider	Blue Cross/Blue Shield of Illinois

Dental Insurance

Plan Tier	Monthly Premium
<i>Employee</i>	<i>Company Paid (free)</i>
Employee + Spouse	\$30.47
Employee + Child	\$30.54
Family	\$60.71
Eligibility	Full-time team members
Effective	First of the month following hire date
Provider	United HealthCare

Vision Insurance

Plan Tier	Monthly Premium
<i>Employee</i>	<i>Company Paid (free)</i>
Employee + Spouse	\$4.66
Employee + Child	\$4.92
Family	\$12.69
Eligibility	Full-time team members
Effective	First of the month following hire date
Provider	United HealthCare

Life Insurance

Amount of Coverage	\$50,000.00 per year
Premium	<i>Company Paid (free)</i>
Eligibility	Full-time team members
Effective	First of the month following hire date
Provider	United HealthCare

Short Term Disability

Amount of Coverage	Based on individual income
Premium	<i>Company Paid (free)</i>
Eligibility	Full-time team members
Effective	First of the month following hire date
Provider	United HealthCare

Supplemental Coverage

Coverage Available	Supplemental Life Accident Critical Illness
Premium	Dependent upon coverage elected
Effective	First of the month following hire date
Provider	APL

Retirement Savings

Premium	Team member chooses contribution amount
Effective	First of the month following hire date
Provider	Illinois Secure Choice

Things to Note

<ul style="list-style-type: none">- Under the "125 Cafeteria" Flex Plan, team member contributions to dental, supplemental, limited medical and vision plans are made pre-tax, which allows team members to save money on income and social security taxes- Insurance premiums are prepaid by Winning Wheels, Inc. and final payroll deductions may need to be adjusted accordingly- Once enrolled, you may only make changes during the designated annual enrollment period or in the event of a qualifying event.- New team member enrollment paperwork must be completed within 14 days of hire.
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Child Care

Amount of Benefit	75% discount at the Lyndon Play and Learn Center
Eligibility	<i>All team members</i>
Effective	Upon hire and based on service availability and openings
Provider	Lyndon Play and Learn Center

Education Assistance

Amount of Benefit	Reimbursement of up to \$500.00 per semester
Eligibility	Full-time team members
Effective	First of the month following 90 days of employment

Professional Licenses and Membership Dues

Amount of Benefit	Up to \$250.00 per year
Eligibility	Professionally licensed team members and memberships to professional associations
Effective	Upon Hire

Certified Nurse Aide Training Program

Eligibility	All team members
Effective	Upon Hire, must be successfully completed within 120 days of hire

Shift Differential

Nursing staff receive \$3.00 per hour in addition to their regular rate of pay for 2 nd and 3 rd shifts.
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Nursing Bonus Holiday

Full Time RNs, LPNs and C.N.A.s (minimum 72 hours per pay period) receive 8 hours of holiday pay each pay period.

Paid Time Off

Vacation Time	<ul style="list-style-type: none"> - Accrues as you work - Up to 40 hours per year during 1st year of service - Up to 80 hours per year 2-4 years of service - Up to 120 hours per year after 5 years of employment - Up to 160 hours per year at 15 years of employment - Benefit time accrues and is banked - Full and part-time team members are eligible after 90 days of service
Personal Time	<ul style="list-style-type: none"> - 8 hours after 90 days of service - 16 hours after 1 year of service - 24 hours after 2 years of service - 32 hours after 5 years of service - Benefit time does not bank and expires after one year - Team members are eligible after 90 days of service - Part-time team members receive 50% of the benefit - Renews annually upon employment anniversary date
Sick Time	<ul style="list-style-type: none"> - First year of service: 50% of hourly rate with a 2 day waiting period, 40 hour maximum benefit - After first year of service: 75% of hourly rate with a 1 day waiting period, 80 hour maximum benefit - Benefit time does not bank and expires upon employment anniversary date - Team members are eligible after 90 days of service - Part-time team members receive 50% of the benefit - Renews annually upon employment anniversary date
Bereavement	<ul style="list-style-type: none"> - 3 days immediate family member - 1 day for non-immediate family member - 10 days for a child
Jury Duty	<ul style="list-style-type: none"> - Reimbursement for service during scheduled work time
Holidays	<ul style="list-style-type: none"> - 6 paid holidays annually: New Year's Day Memorial Day Labor Day Thanksgiving Day Independence Day Christmas Day - Team members working the actual holiday will be paid at time and a half of their regular pay rate - Part-time team members receive 50% of the benefit

For assistance with any of our employment benefits or programs, please contact Human Resources at 815-778-3683 extension 305 or aschaefer@aheinco.com

Detailed plan summaries, current benefit information and employment resources are available at www.wvihub.com

