

Winning Wheels, Inc,

Comprehensive Employment Benefits

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

Group Health Insurance

| Plan Tier | Per Pay Period Premium |
|--------------------|--|
| Employee | \$75.00 |
| Employee + Spouse | \$375.00 |
| Employee + Child | \$375.00 |
| Family | \$575.00 |
| Eligibility | Full-time team members |
| Effective | First of the month following hire date |
| Provider | Blue Cross/Blue Shield of Illinois |

Dental Insurance

| Plan Tier | Per Pay Period Premium |
|--------------------|--|
| <i>Employee</i> | <i>Winning Wheels, Inc. Pays</i> |
| Employee + Spouse | \$14.88 |
| Employee + Child | \$27.31 |
| Family | \$48.31 |
| Eligibility | Full-time team members |
| Effective | First of the month following hire date |
| Provider | Blue Cross/Blue Shield of Illinois |

Vision Insurance

| Plan Tier | Per Pay Period Premium |
|--------------------|--|
| <i>Employee</i> | <i>Winning Wheels, Inc. Pays</i> |
| Employee + Spouse | \$2.69 |
| Employee + Child | \$2.99 |
| Family | \$5.79 |
| Eligibility | Full-time team members |
| Effective | First of the month following hire date |
| Provider | Blue Cross/Blue Shield of Illinois |

Life w/ ADD Insurance

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|---------------------------|--|
| Amount of Coverage | \$50,000.00 per year |
| Premium | <i>Winning Wheels, Inc. Pays</i> |
| Eligibility | Full-time team members |
| Effective | First of the month following hire date |
| Provider | Blue Cross/Blue Shield of Illinois |

Short Term Disability

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|---------------------------|--|
| Amount of Coverage | Based on individual income |
| Premium | <i>Winning Wheels, Inc. Pays</i> |
| Eligibility | Full-time team members |
| Effective | First of the month following hire date |
| Provider | Blue Cross/Blue Shield of Illinois |

Supplemental Coverage

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

Retirement Savings

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

Things to Note

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| <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

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| Amount of Benefit | 75% discount at the Lyndon Play and Learn Center |
| Eligibility | <i>Full and Part-Time Team Members</i> |
| Effective | Upon hire and based on service availability and openings |
| Provider | Lyndon Play and Learn Center |

Education Assistance

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| 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

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

Shift Differential

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| 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

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| Full Time RNs, LPNs and C.N.A.s (minimum 72 hours per pay period) working 12 hours shifts receive 8 hours of holiday pay each pay period. |
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Paid Time Off

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| Vacation Time | <ul style="list-style-type: none">- Accrues as you work- Up to 48 hours per year during 1st year of service- Up to 104 hours per year 2-4 years of service- Up to 152 hours per year after 5 years of employment- Up to 192 hours per year at 15 years of employment- Benefit time carries over- Full and part-time team members are eligible after 90 days of service |
| Sick Time | <ul style="list-style-type: none">- 40-hour maximum benefit per annual year- Benefit time does not carry over- Full and Part-time team members are eligible after 90 days of service |
| 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.wwihub.com

