

# Winning Wheels, Inc,

## Comprehensive Employment Benefits

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

### Group Health Insurance

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

### Dental Insurance

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

### Vision Insurance

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

### Life Insurance

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

### Short Term Disability

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

### Supplemental Coverage

<b>Coverage Available</b>	Supplemental Life Accident Critical Illness Medical Bridge
<b>Premium</b>	Dependent upon coverage elected
<b>Effective</b>	First of the month following hire date
<b>Provider</b>	Colonial Life

### Retirement Savings

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

### Things to Note

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.
Full time status is 30 hours + per week

### **Child Care**

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

### **Employee Assistance Program**

<b>Premium</b>	<i>Company Paid (free)</i>
<b>Eligibility</b>	All team members and their dependents
<b>Effective</b>	Upon hire
<b>Provider</b>	Deer Oaks EAP Services 888-993-7650 <a href="http://www.deeroakseap.com">www.deeroakseap.com</a>
Confidential services for team members and their dependents to help with stress, anxiety, depression, workplace difficulties, substance abuse, marital problems, family or parenting conflicts, grief, violence and unhealthy life styles. The EAP will also provide additional assistance, tools and referrals for work/life resources, financial and legal issues, and interactive online simple will and trust.	

### **Education Assistance**

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

### **Professional Licenses and Membership Dues**

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

### **Certified Nurse Aide Training Program**

<b>Eligibility</b>	All team members
<b>Effective</b>	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 <sup>nd</sup> and 3 <sup>rd</sup> shifts.
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### **RN/LPN Bonus Holiday**

Full Time RNs and LPNs (minimum 72 hours per pay period) receive 8 hours of holiday pay each pay period.
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## ***Paid Time Off***

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

**For assistance with any of our employment benefits or programs, please contact Human Resources at 815-778-3683 extension 305 or [aschaefer@aheinco.com](mailto:aschaefer@aheinco.com)**

**Detailed plan summaries, current benefit information and employment resources are available at [www.wvihub.com](http://www.wvihub.com)**

