

# Winning Wheels, Inc.

## Comprehensive Employment Benefits

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

### **Group Health Insurance – HDHP/HSA PLAN**

Plan Tier	Bi-Weekly You Pay (24 pay periods)
Employee	\$97.11
Employee + Spouse	\$525.40
Employee + Child	\$428.59
Family	\$706.63
<b>Eligibility</b>	Full-time team members
<b>Effective</b>	First of the month following 30 days of continuous service
<b>Provider</b>	Blue Cross/Blue Shield of Illinois

### **Group Health Insurance – PPO / AHR PLAN**

Plan Tier	Bi-Weekly You Pay (24 pay periods)
Employee	\$168.76
Employee + Spouse	\$673.98
Employee + Child	\$526.87
Family	\$839.57
<b>Eligibility</b>	Full-time team members
<b>Effective</b>	First of the month following 30 days of continuous service
<b>Provider</b>	Blue Cross/Blue Shield of Illinois

### **Dental Insurance**

Plan Tier	Bi-Weekly You Pay (24 pay periods)
Employee	<i>Winning Wheels, Inc. Pays</i>
Employee + Spouse	\$15.33
Employee + Child	\$28.13
Family	\$49.76
<b>Eligibility</b>	Full-time team members
<b>Effective</b>	First of the month following 30 days of continuous service
<b>Provider</b>	Blue Cross/Blue Shield of Illinois

### **Vision Insurance**

Plan Tier	Bi-Weekly You Pay (24 pay periods)
Employee	<i>Winning Wheels, Inc. Pays</i>
Employee + Spouse	\$2.69
Employee + Child	\$2.99
Family	\$5.79
<b>Eligibility</b>	Full-time team members
<b>Effective</b>	First of the month following 30 days of continuous service
<b>Provider</b>	Blue Cross/Blue Shield of Illinois

### **Basic Life w/ ADD Insurance**

<b>Amount of Coverage</b>	\$50,000.00 per year
<b>Premium</b>	<i>Winning Wheels, Inc. Pays</i>
<b>Eligibility</b>	Full-time team members
<b>Effective</b>	First of the month following 30 days of continuous service
<b>Provider</b>	Blue Cross/Blue Shield of Illinois

## **Short Term Disability**

<b>Amount of Coverage</b>	Based on individual income
<b>Premium</b>	<i>Winning Wheels, Inc. Pays</i>
<b>Eligibility</b>	Full-time team members
<b>Effective</b>	First of the month following 30 days of continuous service
<b>Provider</b>	Blue Cross/Blue Shield of Illinois

## **Supplemental Coverage**

<b>Coverage Available</b>	Supplemental Life and AD&D - BCBS Accident Coverage - MetLife Critical Illness – MetLife Hospital Indemnity – Met Life
<b>Premium</b>	Dependent upon coverage elected
<b>Effective</b>	First of the month following 30 days of continuous service
<b>Provider</b>	BCBS and MetLife

## **Retirement Savings**

<b>Premium</b>	Team member chooses contribution amount
<b>Effective</b>	First of the month following 30 days of continuous service
<b>Provider</b>	Illinois Secure Choice

## **Things to Note**

- Under the “125 Cafeteria” Flex Plan, team member contributions to dental, 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.
- Team members on leave are responsible for premiums not able to be deducted from their pay.

## **Child Care**

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

## **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

## ***Paid Time Off***

**For assistance with any of our employment benefits or programs, please contact Human Resources at 815-778-3683.**

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

