

# 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)
<i>Employee</i>	<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)
<i>Employee</i>	<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**

<ul style="list-style-type: none"><li>- 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</li><li>- Insurance premiums are prepaid by Winning Wheels, Inc. and final payroll deductions may need to be adjusted accordingly</li><li>- Once enrolled, you may only make changes during the designated annual enrollment period or in the event of a qualifying event.</li><li>- New team member enrollment paperwork must be completed within 14 days of hire.</li><li>- Team members on leave are responsible for premiums not able to be deducted from their pay.</li></ul>
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### ***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***

<b>Vacation Time</b>	<ul style="list-style-type: none"><li>- Accrues as you work</li><li>- Up to 48 hours per year during 1<sup>st</sup> year of service</li><li>- Up to 104 hours per year 2-4 years of service</li><li>- Up to 152 hours per year after 5 years of employment</li><li>- Up to 192 hours per year at 15 years of employment</li><li>- Benefit time carries over</li><li>- Full and part-time team members are eligible after 90 days of service</li></ul>
<b>Sick Time</b>	<ul style="list-style-type: none"><li>- Accrues as you work: 1 hour for every 40 worked up to 40 hours in a 12-month period.</li><li>- Unused sick time may carryover into the next year, up to a maximum of 40 hours.</li><li>- A maximum of 40 hours may be used in a 12-month period.</li><li>- All Team Members are eligible</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.**

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

