



We are pleased to offer our full-time employees a comprehensive benefits package. Below is a summary of our current benefits and company offerings. Eligibility for benefits begins immediately upon date of hire, unless otherwise noted. Some benefits are available to part-time or seasonal employees, based on eligibility, and are pro-rated as appropriate.

Benefit offerings are reviewed regularly in an effort to harmonize all practices and programs. Modifications and/or changes to company benefits can occur at any time and will be promptly communicated to employees.

Employee Benefits Summary



Health and Welfare Benefits

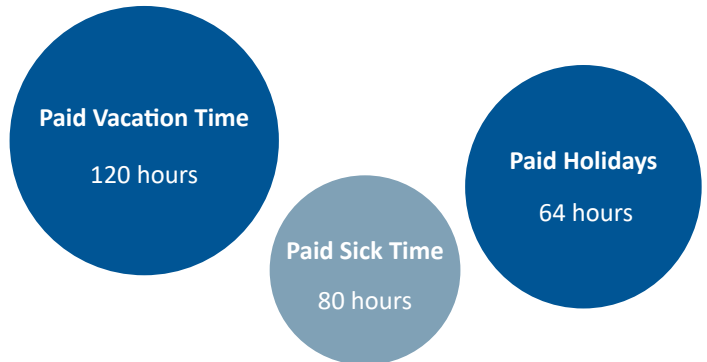
*Benefits begin the first day of the month following employment.
Detailed information is available in Plan Description.*

Employees are eligible to be covered with NHC paying 100%, with different plan options available. Employees may add dependent coverage, with the company paying a portion of the premium at the employee's expense, paid pre-tax through payroll deduction.

Medical Insurance
United Healthcare Kaiser Permanente <i>(California employees only)</i>
Dental, Vision, Short/Long-Term Disability, Life Insurance
Guardian

- Flexible Spending Account (FSA) for dependent day care and/or health care, Health Savings Account (HSA), or Health Reimbursement Account (HRA) with select Group Health Plans
- Employer-provided Benefit Allowance with options such as Student Loan Assistance, Transit/Commuter Account, and Charitable Giving as well as use towards health care for dependents, FSA, and HSA
- Wellness incentives and other no-cost benefits including healthcare advocacy and will and legal services
- Voluntary supplemental insurance is available through Colonial Life at the employee's expense; some plans are available on a pre-tax basis

Additional Benefits



Holidays hours can be used in any combination of listed holidays:

- | | |
|----------------------------|------------------------|
| New Year's Day | Independence Day |
| Martin Luther King Jr. Day | Labor Day |
| Chinese New Year | Yom Kippur |
| Presidents' Day | Indigenous Peoples Day |
| Cesar Chavez Day | Veterans Day |
| Good Friday | Diwali |
| Memorial Day | Thanksgiving Day |
| Juneteenth | Day-After Thanksgiving |
| Eid al-Adha | Christmas Day |

Additionally,

- 401(k) *(detailed information in Plan Description)*: Employees may contribute up to IRS annual limits. Subject to the requirements of the plan, the company may make a profit-sharing contribution to match a portion of the employee's contribution. The matching contribution is discretionary (determined each year by NHC) and matches the employee's contribution up to 3% of the employee's annual wages. Employees are immediately vested 100% in their account under the plan. Employees may select how Salary Reduction (401k) contributions are invested.
- Professional development opportunities, professional licensure support, and professional memberships provided
- Payroll Direct Deposit; "Ease" HR Website Access
- Free snacks and beverages; personal mailing assistance; Simms Pro discount; free Costco membership

Benefit plan as of January 1, 2023.

*Medical plan options and coverage vary depending on geographical resident and plan selection.
It is recommended that you review your options in detail when selecting your desired coverage plan.*