

# Employee Benefits Summary

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.

## Health and Welfare Benefits

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

Full-time employees are eligible for 100% NHC-paid premiums, with different plan options available. Employees may add dependent coverage, with the company paying a portion of the premium and the balance being at the employee's expense, paid pre-tax through payroll deduction.

<b>Medical Insurance</b>
UnitedHealthcare Kaiser Permanente ( <i>California employees only</i> )
<b>Dental, Vision, Disability, Life Insurance</b>
Guardian

- Flexible Spending Account (FSA) for dependent care expenses—such as before and after school programs, and child or adult daycare, 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, EAP, mental health resources, and other no-cost benefits including healthcare advocacy and financial planning resources
- Voluntary supplemental insurance available through Colonial Life at the employee's expense; with some plans pre-tax

## Additional Benefits

<b>Paid Vacation Time</b> (up to 160 hours)	
<b>Paid Sick Time</b> (80 hours)	
<b>Paid Holiday Time</b> (64 hours) <i>Holiday hours to be split at employee's discretion among listed holidays:</i>	
New Year's Day	Labor Day
Martin Luther King Jr. Day	Indigenous Peoples Day
Chinese New Year	Veterans Day
Presidents' Day	Diwali
Cesar Chavez Day	Thanksgiving Day
Good Friday	Day-After Thanksgiving
Memorial Day	Christmas Eve
Juneteenth	Christmas Day
Independence Day	

Also,

- 401(k) with possible company match up to 3% of annual wages
- Professional development opportunities, and support for professional licensure and memberships
- Payroll Direct Deposit; "Ease" HR Website Access
- Free snacks and beverages in office; personal mailing assistance; Simms Pro discount; free Costco membership

NHC believes in the importance of family, and the value of a work/life balance. In that spirit, we offer several family-friendly benefits, including:

- FSA Dependent Care
- Generous contributions towards dependent healthcare
- Fertility treatment support
- Flexibility to accommodate family schedules
- Family inclusive social events



*Benefit plan as of January 1, 2024.  
Medical plan options and coverage vary depending on geographical residence and plan selection.  
It is recommended that you review your options in detail when selecting your desired coverage plan.*