



TRIUMPH

Employee Benefits Summary

| Benefit | Who Pays | When Eligible | Eligibility Status | Description |
|------------------------|--------------------|--|--|--|
| Medical | Triumph & Employee | First of the month following 60 days of employment | All full-time and part-time (30 hrs average) employees | Triumph pays 85% of the core plan and 65% of the buy-up plan of the employee's monthly premium. Locate a primary care doctor at www.premera.com All Areas: 1.800.722.1471 Nurse Line: 1.800.841.8343 |
| Dental | Triumph | First of the month following 60 days of employment | All full-time employees | Triumph pays 100% of employees' monthly premium. Dental is provided by Premera Health. All Areas: 1.800.722.1471 |
| Vision Insurance | Employee | First of the month following 60 days of employment | All full-time employees | Employee pays 100% of vision premiums. Provided by VSP. Locate a provider at www.vsp.com at 1.800.877.7195 |
| Flex Spending Account | Employee | First of the month following 60 days of employment | All full-time and part-time (30 hr average) employees who elect medical | Pre-tax dollars for healthcare expenses or daycare expenses. IRS limits apply. Provided by Navia. For more information visit www.navia.com 1.800.424.3570 |
| Health Savings Account | Triumph & Employee | First of the month following 60 days of employment | All full-time and part-time (30 hrs average) employees who elect medical | Pre-tax dollars for healthcare expenses provided by Key Bank. Triumph contributes \$600 per benefit year. For more information visit www.keybank.com or 509.225.2727 |



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| Triumph 401k | Employee | After 1 year of employment | All eligible positions | Employee contributes a designated amount into a 401k investment up to 90% of salary. Provided by ADP retirement |
| Triumph 401k Match | Triumph | Beginning of the pay period after completing 1 year of employment | All eligible positions | Employer match for 401k: Employer contributes 50% of employee contribution up to a 6% maximum (i.e. employee contribution 12% of base salary, employer match 6%). |
| Life AD &D Insurance Long-Term Disability | Triumph | First of the month following 60 days of employment | All full-time employees | Triumph pays 100% for eligible employees. Coverage is offered thru Equitable Financial Life Insurance Company. Contact: www.equitable.com (866) 274-9887 |
| Voluntary Life Insurance | Employee | First of the month following 60 days of employment | All full-time employees | If you enroll when first eligible, you may purchase up to 130,000 with guaranteed approval. Coverage available for spouse and children. Limits apply. Provided by Equitable Life. Contact: www.equitable.com (866) 274-9887 |
| Supplemental Insurance | Employee | First of the month following 60 days of employment | All full-time & part-time employees | Available by Colonial Life and AFLAC Insurance. |



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| Employee Assistance Program | Triumph | First day of employment | All full-time and part-time employees | <p>Up to three (3) sessions per situation for personal and/or emotional problems, immediate family members are also eligible.</p> <p>Nationwide coverage through First Choice Health EAP. Contact information for First Choice Health at 1.800.777.4114.</p> |
| Vacation Time | Triumph | Accrual starting upon date of hire/ full-time eligibility. Available for use after 6 months. | All full-time employees | <p>Non-exempt full-time employees rates:</p> <p>0-12 months 2.50 hrs per pay period 1-2 years 3.33 hrs per pay period 3-4 years 3.67 hrs per pay period 5-6 years 4.00 hrs per pay period 7-9 years 4.33 hrs per pay period 10-14 years 4.67 hrs per pay period 15-20 years 5.00 hrs per pay period</p> <p>Exempt full-time employees rates:</p> <p>Under 1 year 3.33 hrs per pay period 1-3 years 4.00 hrs per pay period 4+ years 5.00 hrs per pay period</p> |
| Sick Leave | Triumph | Accrual starting upon date of hire/full-time eligibility. Available for use after 90 days. | All full-time hourly employees | <p>3-4 years 0.17 hrs per pay period 5-6 years 0.50 hrs per pay period 7-9 years 1.17 hrs per pay period 10-14 years 1.83 hrs per pay period 15 + years 2.17 hrs per pay period</p> <p>In addition to the above amounts,</p> |



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| | | | | employee will receive 1 hour for every 40 hours worked in accordance to WA Initiative 1433. |
| Sick Leave | Triumph | Accrual starting upon date of hire/full-time eligibility. Available for use after 90 days. | All full-time salaried employees | 0-2 years 2.17 hrs per pay period 3-4 years 2.33 hrs per pay period 5-6 years 2.67 hrs per pay period 7-9 years 3.33 hrs per pay period 10-14 years 4.00 hrs per pay period 15 + years 4.33 hrs per pay period |
| 8 Paid Holidays | Triumph | Immediately upon employment | All full-time employees | Total of 8 days per year. We recognize the following holidays: New Year's Day, President's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, The Day after Thanksgiving, Christmas Day |
| Retirement | Triumph | After one (1) month written notice of planned retirement. | All employees | Special recognition to employees at the time of retirement after completion of five (5) years uninterrupted. A specified amount may be designated per the annual budget. |
| Bereavement Leave | Triumph | Immediately upon employment | All employees | Up to three (3) working days per year off for an immediate family member. One day of leave for other persons may be granted. |
| Jury Duty | Triumph | Immediately upon employment | All full-time & part-time employees | Normal earnings will be paid for jury service during regularly scheduled work hours. Money received from service on the jury may be retained by the employee. |



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| Mileage Reimbursement | Triumph | Immediately upon employment | All employees | Triumph reimburses at the current IRS rate for authorized business travel. |
| Professional Liability Insurance | Triumph | Immediately upon employment | Clinical staff | Professional liability insurance is covered for all clinical staff upon hire. |
| Professional Licensure/ credentialing and memberships | Triumph | Immediately upon employment | Professional staff | Annual fees are paid on behalf of professional staff members. Monthly/ Annual memberships for organizations and committees with provided authorization. |
| Tuition Reimbursement and Education Benefits | Triumph | After successful completion of the introductory period (6 months) | All employees | A specified amount of money is designated in the annual budget for the purpose of providing financial assistance. Eligibility will be determined by the need and training dollars available. |
| Employee Discounts | Employee | Immediately upon employment | All employees | Allows you to purchase items from various resources at discounted pricing. Discounts applied at: Office Depot, Sprint, Verizon, Dell, etc. |