



# 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 (30 hrs. average) employees	Medical coverage for employee and dependents  Locate a primary care doctor at <a href="http://www.premera.com">www.premera.com</a> 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 <a href="http://www.vsp.com">www.vsp.com</a> 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 <a href="http://www.navia.com">www.navia.com</a>  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 \$650 per benefit year. For more information visit <a href="http://www.keybank.com">www.keybank.com</a> or 509.225.2727



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Triumph 401k	Employee	First of the month following 60 days 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: <a href="http://www.equitable.com">www.equitable.com</a>  (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: <a href="http://www.equitable.com">www.equitable.com</a>  (866) 274-9887
Supplemental Insurance	Employee	First of the month following 60 days of employment	All full-time employees	Available by Colonial Life and AFLAC Insurance.



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><b>Non-exempt full-time employees rates:</b></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 +years=5.00 hrs per pay period</p> <p><b>Exempt full-time employees rates:</b></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, employee will receive 1 hour for every 40 hours worked in accordance to WA Initiative 1433.</p>



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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.
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.