



# 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<br><br>Locate a primary care doctor at <a href="http://www.premera.com">www.premera.com</a><br>All Areas: 1.800.722.1471<br>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.<br><br>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><br><br>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:<br><br>Employer contributes 50% of employee contribution up to a 6% maximum of employee compensation  |
| Life AD &D Insurance<br><br>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.<br><br>Contact: <a href="http://www.equitable.com">www.equitable.com</a><br><br>(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.<br><br>Contact: <a href="http://www.equitable.com">www.equitable.com</a><br><br>(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.  |



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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><b>Non-exempt full-time employees rates:</b></p> <p>0-12 months= 2.50 hrs per pay period<br/>           1-2 years=3.33 hrs per pay period<br/>           3-4 years= 3.67 hrs per pay period<br/>           5-6 years= 4.00 hrs per pay period<br/>           7-9 years=4.33 hrs per pay period<br/>           10-14 years= 4.67 hrs per pay period<br/>           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<br/>           1-3 years = 4.00 hrs per pay period<br/>           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<br/>           5-6 years = 0.50 hrs per pay period<br/>           7-9 years =1.17 hrs per pay period<br/>           10-14 years =1.83 hrs per pay period<br/>           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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| 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<br>3-4 years= 2.33 hrs per pay period<br>5-6 years =2.67 hrs per pay period<br>7-9 years =3.33 hrs per pay period<br>10-14 years= 4.00 hrs per pay period<br>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.  |
| 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.  |



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