



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 80% of a full-time/ part-time employee's 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	Dental is provided by Delta Dental of Washington All Areas: 1.800.554.1907
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 1.800.877.7195
Flex Spending Account	Triumph & 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 day care expenses. IRS limits apply. Provided by Navia. For more information visit www.navia.com 1.800.424.3570
Dependent Care Account	Triumph & Employee	First of the month following 60 days of employment	All full-time and part-time (30hrs average) employees who elect medical	Allows option of paying for healthcare premiums with pre-tax dollars.
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	Pre-tax dollars for healthcare expenses provided by Key Bank. For more information visit www.keybank.com or call 509.225.2727 Triumph contributes \$600 per benefit year.



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Triumph 401k	Employee	After 1 year of employment	All eligible positions	Employee contributes a designated amount into a 401k investment provided from Farmer & Betts.
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 4% maximum (i.e. employee contribution 8% of base salary, employer match 4%).
Life AD &D Insurance	Triumph	First of the month following 60 days of employment	All full-time employees	Triumph pays 100% for eligible employees. Coverage offered thru Mutual of Omaha www.mutualofomaha.com
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 Mutual of Omaha.
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.
Employee Assistance Program	Triumph	First day of employment	All full-time and part-time employees	Up to three (3) sessions per situation for personal and/or emotional problems, immediate family members are also eligible. Nationwide coverage through First Choice Health EAP. Contact information for First Choice Health at 1.800.777.4114.



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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 10 days per year 3-4 years 11 days per year 5-6 years 12 days per year 7-9 years 13 days per year 10-14 years 14 days per year 15-20 years 15 days per year</p> <p>Exempt full-time employees rates:</p> <p>Under 1 year 10 days per year 1-3 years 12 days per year 4+ years 15 days per year</p>
Sick Leave	Triumph	Accrual starting upon date of hire/full-time and part-time eligibility. Available for use after 90 days.	All full-time employees	<p>Non-exempt employees rates:</p> <p>1 hour for every 40 hours worked</p> <p>Exempt employees rates:</p> <p>0-2years 2.17 hrs per pay period 3-4years 2.33 hrs per pay period 5-6years 2.67 hrs per pay period 7-9years 3.33 hrs per pay period 10-14years 4.00 hrs per pay period 15-20years 4.33 hrs per pay period</p>
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 annual budget.



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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 jury may be retained by 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/credentiaing and memberships	Triumph	Immediately upon employment	Professional staff	Annual fees are paid for 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 introductory period (6 months)	All employees	A specified amount of money is designated in the annual budget for the purpose of providing financial assistance. Education 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.