

## Summary of Benefits

Our Board of Directors and Administration strives to provide a benefits program that is comprehensive, competitive within our industry, and affordable for our employees.

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**Comprehensive Medical** - A 3-tier, multi-choice plan to fit your needs, as well as emergency care, in and outpatient hospital, x-ray and lab services, pharmacy, and mental health.

**Comprehensive Dental** - 100% coverage for preventative dental care including routine cleanings and exams, 80-90% coverage for more complex dental work such as endodontics, extractions and fillings. After six month waiting period, 50-60% coverage for major dental work such as crowns and bridges.

**Vision** - Vision exam available after a \$10 co-pay. Limited maximum benefits allowance available on lenses, contacts, and frames.

**403(b) Retirement Plan** - Our 403(b) Plan has many investment options to suit individual employee retirement needs. Northwest Human Services also matches 50 cents on the dollar of monthly employee contributions up to 5% of annual wages (highly compensated employees may differ).

**Flex Spending Account** - This savings plan offers employees the opportunity to save in advance on a pre-tax basis for family health care expenses or child-care expenses. Health care premiums also may be deducted on a pre-tax basis with enrollment in this plan. This plan also allows an annual roll-over of up to \$500 for unspent FSA funds.

**Group Life and Long Term/Short-Term Disability Insurance** - Northwest Human Services pays 100% of the cost for the AD & D benefit program for our employees. The AD & D benefit is equal to 1x your annual salary. Additional voluntary life and disability insurance benefits are also available.

**Paid Time Off (PTO)** - Immediately following date of hire, eligible employees begin accruing PTO leave at 10 hours per month.

**Holiday Pay** - Employees are paid for 7½ holidays each year.

### Summary of Additional Benefits for Providers

(i.e. Physicians, Nurse Practitioners, Physician Assistants, Dentists)

Relocation Assistance | Performance Incentive Plan | Retention Bonus Plan | NHSC Loan Repayment  
Malpractice Wrap-Around Policy | CME Reimbursement | 5 Days CME Pay | DEA Certificate Renewal  
NCCPA & OBMA License Renewal

