

| <u>Benefit</u> | <u>Paid by</u> | <u>Who receives</u> | <u>Eligibility</u> | <u>What you receive</u> | | |
|----------------------------------|----------------|--|--------------------|---|--------------------|------------------|
| PTO | NDHC | Any Employee | 6 months | <i>Tenure</i> | <i>Full time</i> | <i>Part time</i> |
| | | | | 0-2 yrs | 7.25% | 4.60% |
| | | | | 2-4 yrs | 8.25% | 5.60% |
| | | | | 4 yrs plus | 10.25% | 7.60% |
| Extended sick leave | NDHC | any employee who works at least 24 hours per week | 6 months | Full time 3.46% | Part time 2.31% | |
| Holidays | NDHC | part time employees | 3 months | time and a half for working 1 of 7 holidays. Full time receive additional PTO as their holiday benefit. | | |
| Bereavement | NDHC | any employee who works 24 hrs / week | 3 months | Part time receive 1 paid day, full time 3 paid days. | | |
| Jury duty | NDHC | any employee | 3 months | the difference between your for any work days missed. | | |
| Health, dental, vision insurance | NDHC and you | any employee who works 36 hours per week | 3 months | The cost of a single health dental, & vision coverage toward contract of your choice | | |
| | | any employee who works 24 to 35 hrs/wk | | 75% the cost of a single health, dental, & vision covera | | |
| Life insurance | NDHC | any employee who works at least 24 hours per week | 3 months | \$10,000 for staff \$30,000 for dept. managers | | |
| Pension | NDHC | any employee who works at least 1,000 hours per year | 1 year | 2.75% of gross wages contributed on your behalf | | |
| Flexible benefits | you | any employee who works at least 24 hours per week | 3 months | medical and dependent care reimbursement with payroll deduction on pre-tax basis. | | |
| Tax sheltered 403 B plan | you | any employee | 3 months | Tax shelter for a portion of your income per your election. | | |
| Tuition Reimbursement | NDHC | any employee | 1 year | 50% of cost of tuition and books 4 credit hours | | |
| Fitness Gym | NDHC | any employee | immediately | Free use of the fitness gym 24 hrs.day | | |
| Benefit Banking | NDHC | any employee | immediately | preferred banking benefits for employees with 3 area banks | | |