

Employee Benefits Summary

We are pleased to offer our full-time employees a comprehensive benefits package. Below is a summary of our current benefits and company offerings. Eligibility for benefits begins immediately upon date of hire, unless otherwise noted. Some benefits are available to part-time or seasonal employees, based on eligibility, and are pro-rated as appropriate.

Benefit offerings are reviewed regularly in an effort to harmonize all practices and programs. Modifications and/or changes to company benefits can occur at any time and will be promptly communicated to employees.

Health and Welfare Benefits

Benefits begin the first day of the month following employment.
Detailed information is available in Plan Description.

Full-time employees (FTE) are eligible for **100% NHC-paid premiums**, with different plan options available. Employees may add dependent coverage, with the company paying a portion of the premium and the balance being at the employee's expense, paid through payroll deduction.

Medical Insurance
Meritain Health (Aetna Network) Kaiser Permanente (California employees only)
Dental, Vision, Disability, Life Insurance
Guardian Life Insurance Company

- Flexible Spending Account (**FSA**) for healthcare expenses and/or for dependent care expenses, such as before and after school programs, and child or adult daycare; or Health Savings Account (**HSA**) with select group health plans
- Employer-provided **Benefit Allowance** with options such as **Student Loan Assistance**, **Transit/Commuter Account**, and **Charitable Giving** as well as use towards healthcare premiums for dependents, FSA, and HSA
- Employee Assistance Program (**EAP**), mental health resources, and other no-cost benefits including healthcare advocacy, legal assistance and financial planning resources
- Voluntary **supplemental insurance** available through Colonial Life at the employee's expense; some plans offered with pre-tax premiums

Additional Benefits

Employees are eligible for paid time off benefits depending on their work schedule.

Paid Vacation Time (FTE: 120 to 160 hours)	
Paid Sick Time (FTE: 80 hours)	
Paid Holiday Time (FTE: 64 hours) <i>Holiday hours to be split at employee's discretion among these listed holidays:</i>	
New Year's Day	Labor Day
Martin Luther King Jr. Day	Yom Kippur
Chinese New Year	Columbus Day
Presidents' Day	Veterans Day
Cesar Chavez Day	Diwali
Good Friday	Thanksgiving Day
Memorial Day	Day-After Thanksgiving
Juneteenth	Christmas Eve
Independence Day	Christmas Day

Also:

- **401(k)** with possible company match up to 3% of annual wages
- Professional development opportunities, mentoring program, Employee Resource Groups, and support for professional licensure and memberships
- Payroll Direct Deposit; "Ease" HR Information System
- Free snacks and beverages in office; personal mailing assistance; Simms Pro discount; free Costco membership

NHC believes in the importance of family, and the value of a work/life balance. In that spirit, we offer several lifestyle-friendly benefits, including:

- FSA Dependent Care
- Generous contributions towards dependent healthcare
- Fertility treatment support
- Schedule flexibility
- Inclusive social events



Benefit plan as of January 1, 2026.
Medical plan options and coverage vary depending on geographical residence and plan selection.
It is recommended that you review your options in detail when selecting your desired coverage plan.