



Summary of Benefits

Medical, Dental, and Vision Plan

- Regence BlueCross Blue Shield of Oregon Medical. ODS and Willamette Dental. EyeMed Vision. UWCW pays 80% of employee coverage and 60% of dependent coverage. Eligible first of the month following 30 days of employment. Plan Year: May 1 through April 30.

Short-Term and Long-Term Disability

- Standard Insurance Company – UWCW pays 100% of employee coverage. Eligible following 61 days of employment.

Group Life Insurance

- Standard Insurance Company – UWCW pays 100% of employee coverage. Eligible first of the month following six months of employment. Benefit is twice the annual salary.

Pension and 401(k) Plans

- HPNorthwest – UWCW contributes 10% of salary after one year of service, vested after 6 years of employment and 5 years in the plan. Employee contributions – eligible the first of the month following 90 days of employment.

Employee Assistance Program (EAP)

- Cascade Centers, Inc. Eligible immediately.

Flexible Spending Account – Section 125

- Manley Services. Eligible first of the month following 30 days of employment.

Reduced Work Week

- 37.5 hours per week. Eligible immediately.

Compressed Work Week

- 4.5 days option, leaving at noon on Fridays. Eligible immediately.

Holidays

- 10 designated holidays. Eligible immediately.

Paid Time Off (PTO)

- Starts at 9.38 hours per month, equaling three weeks per year. With increased tenure, can earn a maximum of 18.76 hours per month, equaling six weeks per year. Eligible immediately.

Community Service Benefit

Up to 24 hours of paid time (per year) to assist with a nonprofit organization or program. Eligible immediately.

Employee Transportation Program

70% reimbursement of monthly Tri-Met pass.

Carpool subsidy. 30% reimbursement of monthly rate, up to \$50 per car.

Parking Subsidy

Available to directors and above, with \$50 employee co-payment monthly. Eligible immediately.

Tuition Reimbursement

\$350 per year in tuition reimbursement to be used toward local training opportunities. Eligible after one year of service.

Optional Benefits (employee supported)

Pre-tax deductions. Eligible first of month following employment.

Direct deposit of paycheck. Eligible immediately.

Costco membership. Eligible immediately.

Tenth Avenue Athletic Club – Reduced gym membership. Eligible immediately.

Internal Initiatives

Bravo/Wellness Team

Diversity Work Group

Safety Committee

5/5/08 kg