
INSURANCE

Full Time employees

Full - Time employees are provided with flexible benefit dollars to pay for group insurance coverage for themselves and dependents. Costs that exceed the available flexible benefit dollars can be deducted from pay at a pre-tax rate.

Part Time employees

Part Time employees are not eligible for insurance benefits.

Group Medical and Prescription Plan Insurance

HSWC, Inc provides the option of applying for group medical and prescription plan insurance to all Full - Time employees and dependents (as defined by the carrier. Coverage is available on the first day of the month, following date of hire. Employees must complete an enrollment application for coverage to be effective. A detailed description of the plan is available to all employees through the Human Resources Office.

Dental and Vision Plan Insurance

Dental and Vision insurance is available to all Full - Time employees and dependents (as defined by the insurance carrier. Coverage is available the first day of the month following date of hire. Employees must complete an enrollment application for coverage to be effective. A detailed description of coverage is available through the Human Resources Office.

Life Insurance

Life insurance is available to all Full - Time employees in an amount equal to one and one-half times annual salary, up to a maximum of \$30,000. This coverage is paid for 100% by the HSWC, Inc. Coverage is available the first day of the month following six months of employment upon completion of application by the employee. Dependent coverage (as defined by the insurance carrier) is available to covered employees and is paid for by the employee through payroll deduction.

Additional Voluntary Life Insurance is an option in the flexible benefit plan and is available to covered employees for purchase with flexible benefit dollars. This additional coverage is elected by the employee and paid for with flexible benefit dollars or a pre-tax payroll deduction.

Short-Term Disability

HSWC, Inc. provides short-term disability coverage to all Full Time/ Full Year and Full Time/ Part Year employees. This coverage is paid for 100% by HSWC, Inc. and is available to employees the first day of the month following six months of employment upon completion of application by the employee.

Approved by BOD 01/10/2001

Approved by Policy Council 01/31/2001