



2023 Benefit Highlights SCA Contracts

Thank you for considering Diné Development Corporation (DDC) as your next employer. We strive to provide a highly competitive benefits package that helps our employees in meeting their needs. Employees working 30 hours or more per week are eligible to participate. If you have any questions, please feel free to contact a member of the HR team at hr@ddc-dine.com. You are eligible for benefits on day of hire.

Health Insurance (Cigna): Four options are available:

EE Per Paycheck Cost	OAP500	OAP1000	HDHP1600	HDHP3000
Individual Only	\$429.66	\$380.18	\$373.81	\$291.43
EE + Spouse	\$966.72	\$855.39	\$841.06	\$655.71
EE + Children	\$902.26	\$798.36	\$784.99	\$611.99
EE + Family	\$1,245.99	\$1,102.49	\$1,084.04	\$845.13

Dental Insurance: MetLife/PDP Plus

Vision Insurance: MetLife/VSP

EE Per Paycheck Cost	EE Per Paycheck Cost
Individual Only	Individual Only
EE + Spouse	EE + Spouse
EE + Children	EE + Children
EE + Family	EE + Family

Life Insurance (Hartford): The Company provides each full-time employee with a group term life insurance policy worth \$50,000. You may purchase supplemental life insurance on a voluntary basis. Supplemental insurance is also available for qualified dependents. Some restrictions apply.

Short-Term Disability and Long-Term Disability (Hartford): The Company provides each full-time employee with short- and long-term disability coverage at no cost to the employee. Covers 60% of your wages should experience a qualifying illness or injury.

Time Off: All SCA employees will receive a lump sum vacation on the anniversary date and accrue sick at a rate of 0.0333 per every hour worked, not exceeding 7 days of paid sick leave annually (Part-time employees receive pro-rated vacation, and sick time is the same rate as full time employees.)

Holidays: The Company provides 11 paid holidays each year, which are outlined below (Part-time employees receive pro-rated PTO).

New Year's Day	Juneteenth	Veteran's Day
Martin Luther King Jr. Day	Independence Day	Thanksgiving Day
President's Day	Labor Day	Christmas Day
Memorial Day	Indigenous Day	



Annual Training Allowance: Each full-time employee is provided with a \$5,000.00 allowance to improve their skills and knowledge in areas that are beneficial to the company and/or client.

After Tax IRA: Each employee who is 21 years of age and older can participate in the company sponsored IRA. Participation can begin on the 1st day of employment.

Aflac: We offer 4 policies options to enroll on: Accident, Cancer/Specified Disease, Critical Illness and Hospital Confinement Indemnity. These options are employee paid, with convenient Payroll deduction.

EZ Shield: Identity Crime Protection. You can enroll on this benefit without enrolling in any Aflac policies. They are offering us free coverage until August 31st. 2023.

Pet Insurance benefits: We offer Total Pet Plan, which is a discount plan, and Wishbone Pet Insurance, which is a pet health insurance plan. These are employee paid, with convenient Payroll deduction.



SAVE ON **EVERYTHING**
YOUR PET NEEDS



**Dine Development Corporation
is offering Total Pet Plan
to employees.**

Your pets are part of your family, and you'll do anything to keep them happy and healthy. But with the cost of pet care on the rise, it isn't always easy.

That's why we're offering **Total Pet Plan**, which makes pet care more affordable. Enroll in Total Pet and get the same high-quality products and services your pets are used to, just at a lower price!

**\$11.75/month for one pet or
\$18.50/month for a family plan**

For more details and how to enroll, visit petbenefits.com/land/ddc-dine.

TOTAL PET PLAN INCLUDES:



DISCOUNTS ON PRODUCTS & RX

- Up to 40% off on products like prescriptions, preventatives, food, toys and more
- Shipping is always free and same-day pickup is available for most human-grade prescriptions

View available products and pricing at petplusbenefit.com.



DISCOUNTS ON VETERINARY CARE

- Instant 25% savings on all of your pet's in-house medical services at participating vets
- No exclusions due to age, health, pre-existing conditions or type of pet

Visit petbenefits.com/search to locate a participating vet.



24/7 PET TELEHEALTH

- Access real-time vet support, even when your vet's office is closed
- Unlimited support on your pet's health, wellness, behavior and more



LOST PET RECOVERY SERVICE

- Durable tag can be scanned from any smart phone to access your contact information, helping lost pets return home quicker than a microchip
- Easily update your information online with no need to request a new tag



YOUR BEST FRIEND.
THEIR BEST LIFE.



Dine Development Corporation is offering Wishbone Pet Insurance to employees.

Nobody wants to imagine their pet getting sick or injured - but when it comes to your pet's health, it's best to expect the unexpected.

Enroll in pet health insurance from Wishbone and receive 90% reimbursement on your pet's veterinary care. With a low deductible of \$250, protecting your pet's health and your finances has never been easier!

Wishbone Pet Insurance is accepted at any vet in the U.S., including emergency hospitals. Once you file a claim, expect to be reimbursed via mailed check in 5 business days or less. It's that easy!

POLICYHOLDERS ENJOY:



Optional Routine Care Plans



Fast Claims Processing



Easy-to-Use Member Account



No Waiting Periods on Accidents or Illnesses



Lost Pet Recovery Service from **ThePetTag**



24/7 Pet Telehealth from **AskVet**

Get a quote & enroll at www.petbenefits.com/land/ddc-dine

Wishbone Pet Insurance is a pet health insurance program administered by Odie Pet Insurance Marketing, Inc. and is underwritten by Clear Blue Insurance Group. Claims are processed by a third-party administrator, PrimeOne Insurance Co. Please visit <https://www.wishboneinsurance.com/terms-and-conditions> for more information.