



## 2024 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](mailto: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 \$150,000. 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. This is a free benefit.

**Mass Mutual Whole Life:** We offer up to \$100,000 Guaranteed Issue Employee Paid Whole Life Insurance.

**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.

**Tricare:** covers services that are medically necessary and considered proven. This includes preventive care and mental health and substance use disorder care. You can use the TRICARE Covered Services tool to learn if a benefit is covered or not.