

BENEFITS

The Fort McDowell Yavapai Nation firmly believes that each employee contributes directly to the growth and success of our organization. Our foundation is built on teamwork, tenacity and trust. We are determined to make a difference in the community we serve. We are second to none in excellence, accomplishment and pride. When you join our organization, you'll know that we are different from many other companies. Our community-based philosophy is contagious and effective. We are a community committed to education that fosters the skills, habits of mind and attitudes that will make work rewarding, families nurturing and living comfortable.

The Fort McDowell Yavapai Nation offers a highly competitive compensation program ranging from medical and life insurance to disability and retirement plans. Some benefit programs require contributions from the employee, but most are fully paid by the company.

Our company gives employees the luxury of having paydays every Friday. This allows our staff to be immediately compensated for their work efforts.

Below is a list of the benefits of working with our company:

MEDICAL INSURANCE

FMYN offers full medical benefits to the employee and/or family including prescriptions, dental, chiropractic and vision.

VACATION

During your first five years at FMYN, employees accrue 2 hours of vacation time per pay period, totaling 13 days per year. After five years, employees accrue 4 hours of vacation time per pay period, totaling 26 days per year. Vacation time can be carried over from year to year with a maximum of approximately six weeks.

SICK

Also called Family Illness Days, allows paid time off to care for yourself or a family member illness. Employees accrue 2 hours of sick time per pay period, totaling 13 days per year. Sick time can be carried over from year to year with a maximum of approximately 10 weeks.

LIFE INSURANCE

FMYN offers 100% company paid term life insurance and accidental death and dismemberment coverage to employees in an amount up to two times your salary, with a maximum of \$50,000. Additional insurance may be purchased if desired for employee or eligible dependents.

§ \$25,000 additional Life Insurance cost \$1.44 per pay week

§ \$50,000 additional Life Insurance cost \$2.88 per week

§ \$10,000 for Spouse Life Insurance cost \$.46 per week

§ \$2,000 for Dependent Life Insurance cost \$.46 per week per family (no additional cost if insuring your spouse)

RETIREMENT

An important part of your life is securing personal financial goals. FMYN offers educational programs both on an individual level, as well as in classroom settings, to help you understand and achieve your financial goals. To be eligible, you must work here a complete year, and enrollment dates are every April and October.

§ Pension – Paid 100% by the company, contributes 6% of your annual salary toward your retirement. The Pension is on a vesting schedule and you are 100% invested after five years of employment. In addition, you decide how to invest your account, and it has the potential to grow into a valuable investment for your future. You pay no taxes on your account while it remains invested.

§ 401K – FMYN offers you the opportunity to save up to \$12,000 (per IRS guidelines) of your pay on a before-tax basis, thus lowering your taxable income. FMYN will match the first 4% of your income that you contribute. Contributions may be higher for qualified individuals.

HOLIDAY

FMYN provides 13 paid tribal and federal holidays throughout the year. In addition, 3 Personal Holidays are granted each calendar year to be utilized at the employee's discretion.

LONG TERM DISABILITY

FMYN provides Long-Term Disability Insurance, which provides a total monthly benefit equal to 60% of your base monthly earning to a maximum earnings amount of \$6,000 per month. You may be eligible to receive LTD benefits after a 90-day waiting period.

SECTION 125 CAFETERIA PLAN

The Section 125 Plan allows certain qualified benefits, estimated for a given tax year, to be deducted directly from your paycheck. These deductions are taken before taxes,

therefore, reducing your taxable income. FMYN offers plans for both health and dependent care.

EDUCATIONAL ASSISTANCE

FMYN recognizes that both the employee and the organization benefit when employees continue their formal education. This results in a more knowledgeable staff, which can provide more meaningful service to the organization. Employees with one year of service are eligible for reimbursement for tuition and books as outlined in company policy. In addition, Education Leave is granted for employees with five years of service to earn 1 year of Education Leave.

EMPLOYEE ASSISTANCE PROGRAM

FMYN offers a 100% company paid Employee Assistance Program provided to employees for confidential consultation as well as referrals to resources, providers and individual and family counseling. This program is designed to support your work/life balance and provide behavioral health assistance to you and your immediate family.

WELLNESS PROGRAM

FMYN recognizes that often a healthy body will contribute to a healthy mind. This results in a healthy, productive staff. FMYN has designed a reimbursement program that allows employees to be reimbursed for fees paid to a health/fitness club. Employees must participate a minimum of two times per week, or eight times per month. The maximum reimbursement is \$20 per month.

The Fort McDowell Yavapai Nation's benefits are second to none. Direct Deposit, Service Awards, participation in valley and state credit unions are just a few more of the benefits offered to their employees.