



2021 Benefit Highlights

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: Blue Cross Blue Shield AZ - Two options are available; a PPO plan and a HDHP plan

EE Per Paycheck Cost	PPO	HDHP
Individual Only	\$127.48	\$54.27
EE + Children	\$267.71	\$113.97
EE + Spouse	\$286.83	\$122.11
EE + Family	\$369.69	\$157.39

If you enroll in the HDHP plan, Dine Development Corporation will contribute \$ 45.83 per pay period towards your HSA.

Dental Insurance: Metlife – PDP Plus

	EE Per Paycheck Cost
Individual Only	\$5.38
EE + Children	\$15.15
EE + Spouse	\$15.15
EE + Family	\$15.15

Vision Insurance: Metlife/VSP

	EE Per Paycheck Cost
Individual Only	\$0.88
EE + Children	\$1.58
EE + Spouse	\$1.87
EE + Family	\$2.61

Life Insurance: Metlife - 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- and Long-Term Disability: Metlife - 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.

Paid Time Off (PTO): All full-time employees receive 15 days of paid time off to use for vacation, sick, or personal. PTO accrues at a rate of 5 hours per pay period.

Holidays: The Company provides 10 paid holidays each year, which are outlined below (Part-time employees receive pro-rated Holiday pay).

New Year's Day	Labor Day
Martin Luther King Day	Columbus Day
President's Day	Veteran's Day
Memorial Day	Thanksgiving Day
Independence Day	Christmas Day

Annual Training Allowance: Each employee is provided with a \$3000.00 allowance to improve their skills and knowledge in areas that are beneficial to the company and/or client.

401K:

Each employee who is 18 years of age and older can participate in the company sponsored 401K plan. Participation can begin on the 1st day of employment. The company matches 50% of the first 6% the employee contributes. Vesting is 100% upon date of hire.