

Northwest Staffing Benefits Summary

ACA Compliant Health Insurance

Through our partnership with PAI Total Care, NWS associates are immediately able to enroll in benefits upon hire through the first 30 days of employment. Benefits go into effect the week after enrollment and are paid a week in advance. Benefits offered include preventive care, indemnity, and the benefits bundle (dental, vision, hearing, and term life) all meeting the affordability requirements of the ACA. Coverage is paid for on a week-to-week basis. Associates working an assignment lasting 90 days or longer may become eligible for a Medical Value Plan (MVP). Eligibility restrictions apply*

401(k) with Employer Matching

NWS Associates can enroll in the company's Safe Harbor Matching 401(k) plan. NWS matches \$1 to \$1 for the first 3% and \$0.50 on the \$1 for additional contributions up to 5% of an employee's salary. Contributions are 100% vested on day one. Four enrollment opportunities a year! Eligibility restrictions apply**

Weekly Pay

We provide weekly payroll. Direct deposit and pay cards are available for immediate access to pay. No more waiting on the mail or check cashing line required.

Referral Bonuses

NWS associates will receive \$25 for every person they refer who gets hired and completes 80 hours of work on assignment with NWS. The more you refer, the more you earn!

Paid Holidays

New Year's Day, Memorial Day, 4th of July, Labor Day, Thanksgiving, and Christmas. NWS Associates that have worked 1,000 hours with NWS and 24 hours in the week of the holiday, can request holiday pay. Limitations apply ***

Paid Sick Leave

All NWS associates are eligible for paid sick leave in accordance with state rules and regulations.

Easy Online Access

All NWS associates have access to their online account to manage their availability for positions, update contact info, and retrieve paystubs and W2 forms. Our platform is both mobile-friendly and user-friendly.

Green Initiatives

We offer online applications, electronic timecards, direct deposit, and more, to promote a convenient, paperless experience.

**Eligibility for MVP benefits with PAI Total Care is determined by the length of an assignment and weekly scheduled hours. Eligible assignments must have a duration of 90 days or more, averaging 30 plus hours per week. MVP benefit premiums are paid on a semi-monthly basis.*

***Eligible employees must be at least 21 years of age or older and have worked 1,000 hours during first year of employment, or during the following 12-month calendar year to enroll in NWS's 401(k) plan or meet part-time eligibility requirements.*

**** California and Payrolled associates (associates sent to NWS by the client for payroll purposes only) are not eligible for Holiday pay.*