

Part-Time Employee Benefits



Benefit	Description	Eligibility Date
Health Insurance	Medical, dental, vision & prescription drug coverage	After 12 months of consecutive employment averaging 30 hours or more a week
Flexible Spending	Savings account that allows plan members to set aside pre-tax dollars for health-related, daycare, and transportation expenses	First of the month following hire date
Family Health Center	Utilization of onsite health center for health-related concerns; services offered include urgent care services, allergy injections, lab work, prescription dispensary, etc.	Upon hire date; Free for employees and enrolled family members
Retirement Savings 401(k)	Employees are given a variety of investment options; rollovers may occur on hire date. The company will match dollar for dollar, up to 6% of your compensation contributed	The first day of the following month after 3 months of employment (must be age 21+)
Identity Theft	Offers access to ID theft detection, protection, and identity restoration.	First of the month following hire date
Legal Insurance	Legal covered services including money matters, home & real estate, estate planning, family & personal services, civil lawsuits, elder-care issues, vehicle & driving, Employee Paid	First of the month following hire date
Pet Insurance	Choice between 2 policies: My Pet Protection w/ Wellness or My Pet Protection; pre-existing conditions not covered; not payroll deducted, Employee paid	Upon hire date
Paid Time Off	Starts accruing immediately based on years of employment: 1 - 9 years: 6 days/year (year 1 prorated accrual) 10+ years: 9 days/year	Upon hire date
Day of Caring	1 paid day off to volunteer and give back to the community at a non-profit organization of your choice	Upon hire date
Wellness Program	Annual health screenings, organized wellness events & activities, and participation incentives/rewards	Upon hire date
Employee Assistance Program	Confidential and professional assistance covering a wide range of concerns such as stress, finances, childcare, nutrition, relationships, caregiving, etc.	Upon hire date
Family Support	Offers a network of support to include elder care, academic support, pet sitters & housekeepers and childcare	Upon hire date
Tuition Reimbursement	WWT will reimburse 100% of eligible expenses to a maximum of \$2,625 annually (\$15,000 lifetime) for Part Time employees.	After 6 months of consecutive employment
Profit Sharing	WWT uses a percentage of net income to reward employees; sharing is calculated in December to receive the benefit for that year and the bonus is typically paid out in January of the following year.	Must be hired by March 31 st and employed on the last business day of the year.
Perk Spot	Online store for exclusive company deals and discounts	Upon hire date

This document does not provide the full scope of coverage. Please refer to our summary plan documents on the [WWT US Benefits Website](#).

For further questions please send a ticket via the [Self-Service Portal](#).

