



# Benefit Changes Coming in 2023

## Time Off Package

### **NEW Paid Time Off (PTO)**

In place of separate vacation and sick leave policies, a new PTO policy will go into effect at the end of 2022, giving employees more flexibility in the way time off is used.

Starting Dec. 26, 2022, instead of earning vacation and sick, PTO will be earned according to this schedule:

#### PTO Accrual Rates for Full-time Employees

Years of Service	Annual Accrual Rate	Per Pay Period Accrual Rate
0 - 5 years	200 hours	7.692 hours
5 < 10 years	216 hours	8.308 hours
10 < 15 years	232 hours	8.923 hours
15 +	256 hours	9.846 hours

### **NEW Compassionate Care Leave**

An annual paid leave program to care for an immediate family member who is sick or injured or to take time for bereavement. Up to 80 hours of paid leave a year (or up to 40 hours for part-time employees) will be granted for immediate use on Jan. 1, 2023.

### **MORE TIME for Maternity Leave**

Birth parents will be eligible for up to six more weeks of maternity leave, up to a total of 12 weeks for births on or after Jan. 1, 2023.

### **MORE TIME for Parental Leave**

All new parents will be eligible for an additional week of bonding leave—for up to a total of four weeks, for births or adoptions on or after Jan. 1, 2023.

## Disability Coverage

### **IMPROVED Coverage**

**No Premiums for Employees**—All premiums for these plans will be paid for by Triad.

**Higher Income Replacement**—A higher percentage of your eligible earnings will be replaced as follows:

- **SHORT-TERM DISABILITY:** 100% up to seven weeks, then 60% up to 19 weeks (instead of the current basic/supplemental choices)
- **LONG-TERM DISABILITY:** 60% up to \$15,000 (instead of 50% up to \$10,000)

## 401(k) Retirement Plan

### **UPDATED service tiers**

The years of service tiers for the annual non-elective employer contribution made to your 401(k) account, regardless of your contribution is changing to five-year tiers rather than 10-year tiers to support you in reaching retirement readiness.

There is no change to the employer match.

#### Future Service Tiers

Effective Jan. 1, 2023

Years of Completed Service	% of Employer Contribution
0 to <5	3.5%
5 to <10	4.5%
10+	5.5%