

# BENEFITS

## BENEFITS ELIGIBILITY AT A GLANCE

Eligibility criteria:	Full-time Work at least 60 hours bi-weekly	Half-time Work at least 40 hours and not more than 59 hours bi-weekly	Part-time Work at least 8 hours and not more than 39 hours bi-weekly	PRN
<b>Medical</b> <i>You and Southwest share the cost</i>	✓	✓		
<b>Dental</b> <i>You and Southwest share the cost</i>	✓	✓		
<b>Vision</b> <i>You and Southwest share the cost</i>	✓	✓		
<b>Basic Life and Accidental Death &amp; Dismemberment (AD&amp;D) Coverage</b> <i>Southwest pays 100% of the standard benefit cost</i>	✓			
<b>Voluntary Life and Accidental Death &amp; Dismemberment (AD&amp;D) Coverage</b> <i>You pay the cost</i>	✓	✓		
<b>Disability Insurance</b> <i>Southwest pays 100% of the cost</i>	✓			
<b>Short Term Disability Buy-Up Option</b> <i>You pay the cost</i>	✓			
<b>Flexible Spending Accounts</b> <i>You make the deposits</i>	✓	✓	✓	
<b>Employee Assistance Program (EAP)</b> <i>Southwest pays the cost</i>	✓	✓	✓	✓
<b>Southwest Matching Defined Contribution Retirement Plan -403(b)</b> <i>You and Southwest contribute</i>	✓	✓	✓	✓

A new hire is eligible for benefits on the first day of the month following their date of hire. Note, benefit elections must be made within 30 days of date of hire. Wisdom Work Program Employees must contact Human Resources regarding their benefit options.