NCUIH Offers*

- Competitive salaries and benefits
- 403(b) up to 10% Employer Match
- Eligible employer for public student loan forgiveness
- Minimum 25 days off and half days in the summer
  - 12 paid holidays, including Juneteeth and Indigenous Peoples’ Day
  - 13 days a year increasing annual leave with length of service
  - 13 days flexible sick and safe leave
- 100% NCUIH paid high-quality Medical, Dental (including orthodontics) and Vision insurance (no payroll deductions for employee/partner/family coverage, worth up to $45,000/yr)
  - Can be as low as $10 Primary/$20 Specialty per visit in network
- Short/Long Term Disability to protect you from unexpected events
- Optional discounted supplemental insurance (AFLAC)
- Employer-Sponsored Life Insurance coverage ($50,000)
- Flexible Spending Account (FSA)
- Annual salary increases based on funding availability and performance
- Potential bonuses based on performance**
- Growth opportunities both in contributing to impactful national work that improves the health status of Indian Country, but also in professional development and promotions.

NCUIH Values Work/Life Balance

NCUIH believes that work/life balance and flexibility are vital to overall physical, mental and spiritual health.

We offer the following benefits to provide that balance to our employees:

- Flexible remote work environment
- Flexible start times between 8 am-10 am ET
- Employee Assistance Plan - Counseling, work/life benefits, self-help resources, coaching, training, and wellness savings

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### STAFF PERKS

<table>
<thead>
<tr>
<th></th>
<th>NCUIH Offers</th>
<th>Federal Government (largest DC employer) Offers</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Annual Leave (days)</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>1-3 years</td>
<td>13</td>
<td>1-3 years</td>
</tr>
<tr>
<td>3-5 years</td>
<td>19.5</td>
<td>3-14 years</td>
</tr>
<tr>
<td>6+ years</td>
<td>24.3</td>
<td></td>
</tr>
<tr>
<td>15 years</td>
<td>26</td>
<td></td>
</tr>
<tr>
<td><strong>Sick and Safe Leave</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Yes</td>
<td>Yes</td>
<td></td>
</tr>
<tr>
<td><strong>Insurance for self &amp; family</strong></td>
<td>$0</td>
<td>$$</td>
</tr>
<tr>
<td><strong>Dental Insurance for self &amp; family</strong></td>
<td>$0</td>
<td>$$</td>
</tr>
<tr>
<td><strong>Vision for self &amp; family</strong></td>
<td>$0</td>
<td>$$</td>
</tr>
<tr>
<td><strong>401(K)/403(B)</strong></td>
<td>10% Match</td>
<td>5% Match****</td>
</tr>
<tr>
<td><strong>Holidays</strong></td>
<td>12 days</td>
<td>11 days</td>
</tr>
<tr>
<td><strong>Staff Appreciation Early Release</strong></td>
<td>Yes</td>
<td>No</td>
</tr>
<tr>
<td><strong>Staff Appreciation Summer Fridays</strong></td>
<td>Yes</td>
<td>No</td>
</tr>
<tr>
<td><strong>Birthday Gift</strong></td>
<td>Yes</td>
<td>No</td>
</tr>
<tr>
<td><strong>Anniversary Gift</strong></td>
<td>Yes</td>
<td>No</td>
</tr>
</tbody>
</table>

* Subject to change. Last updated July 28, 2023.
**Dependent on available funding.
NCUIH Believes in Professional Development

We believe in investing in our team. We offer sponsored access to innovative professional development training that provides certificates of completion and allows team members to continue learning on the job. We also offer:

• Monthly training and teambuilding to keep our skills sharp and increase synergy amongst the organization
• Monthly project/program/department spotlight to improve situational awareness among staff in a virtual setting
• 1-2 NCUIH-sponsored trips to NCUIH-sponsored retreats (based on availability of funding) including flight, hotel, and per diem
• NCUIH-sponsored trips to trainings or conferences including flight, hotel, and per diem (as appropriate)

Employee Perks

There are many perks to working remotely, but we recognize that it can be difficult to build relationships that way. We do still want to stay connected to our team and offer some fun ways to connect, even in a virtual world.

• NCUIH Swag
• Yearly anniversary gift
• Yearly birthday gift
• Holiday virtual and in-person parties
• Occasional lunch delivery
• Contests with prizes
• NCUIH Virtual Staff Clubs: Happy Hour, Movies/TV
• Platforms to share recognition of a job well done