



2025-2026 Benefits At-a-Glance

The Chehalis Tribal Enterprises offers competitive benefits and perks to keep you and your family healthy and happy!

At Chehalis Tribal Enterprises, we are dedicated to supporting the health, financial security, and overall well-being of our employees and their families. Our benefits program is designed to provide comprehensive coverage, flexibility, and peace of mind.

Eligibility

Employees working 30 hours or more per week are eligible for benefits beginning the first of the month following 60 days of employment. Eligible dependents include legal spouses and children up to age 26 (or older if disabled).

Health Benefits

- **Medical** – Comprehensive medical coverage is offered through trusted provider networks, providing access to quality care and a wide range of health services for employees and their families.
- **Dental** – Plans include preventive, basic, major, and orthodontic services to support long-term dental health.
- **Vision** – Coverage includes annual eye exams, lenses, frames, and contact lenses.

Flexible Spending Accounts (FSA)

Employees may contribute pre-tax funds to cover eligible medical, dental, vision, dependent care, or elder care expenses.

Life and Disability Insurance

- Basic Life and Accidental Death & Dismemberment (AD&D) coverage is provided at no cost to employees.
- Voluntary Life and Disability options allow employees to elect additional protection for themselves and their dependents.
- Short- and Long-Term Disability coverage offers income protection during periods of illness, injury, or extended disability.

Additional Benefits

- Employee Assistance Program (EAP) – Free, confidential counseling and support services are available for employees and their eligible family members.
- Critical Illness & Accident Insurance – Optional voluntary plans provide added financial protection in the event of unexpected medical situations or injuries.

401K: We offer a 401(k) retirement savings plan to help employees prepare for their future. Employees have the opportunity to contribute, and we provide a company match to a certain amount to support long-term financial growth. The plan includes options to invest in a range of funds designed to suit different financial goals. Employees become eligible for the plan on the first of the month following 90 days of employment.