

# HOURLY TEAM MEMBERS: BENEFITS & PERKS



BENEFIT	DESCRIPTION	ELIGIBILITY REQUIREMENTS
<b>Medical/Rx Insurance</b>	Blue Cross Blue Shield of IL; 3 plan offerings: 2 PPOs and 1 HDHP	Team Members who average 30 hours per week and meet the eligibility waiting period requirements
<b>Dental Insurance</b>	Delta Dental of IL; 2 plan offerings	Team Members who average 30 hours per week and meet the eligibility waiting period requirements
<b>Vision Insurance</b>	Vision Service Plan (VSP)	Team Members who average 30 hours per week and meet the eligibility waiting period requirements
<b>Wellness Program</b>	Participate and enjoy significant savings on your medical premiums!	Enrollment in a medical plan through Cooper's Hawk
<b>Telemedicine</b>	MDLive through BCBSIL	Enrollment in a medical plan through Cooper's Hawk
<b>Flexible Spending Accounts—Health &amp; Dependent Care</b>	Use pre-tax dollars for eligible out-of-pocket expenses	Team Members who average 30 hours per week and meet the eligibility waiting period requirements
<b>Health Savings Account</b>	Use pre-tax dollars for eligible out-of-pocket expenses	For those who enroll in a high deductible health plan
<b>Voluntary Accident Insurance</b>	Reliance Matrix; Pays benefits when seeking treatment due to accident	Team Members who average 30 hours per week and meet the eligibility waiting period requirements
<b>Voluntary Hospital Indemnity Insurance</b>	Reliance Matrix; Pays a lump-sum due to hospitalization from sickness, injury or pregnancy	Team Members who average 30 hours per week and meet the eligibility waiting period requirements
<b>Voluntary Critical Illness Insurance</b>	Reliance Matrix; Pays a lump sum benefit if diagnosed with covered condition	Team Members who average 30 hours per week and meet the eligibility waiting period requirements
<b>401(k) Retirement Savings</b>	Matching contributions based on deferral election	First of the month for Team Members 21+
<b>Paid Time Off</b>	Vacation Days: Based on tenure	After 1 year of service and other eligibility requirements
<b>Charity Day</b>	Day off to give back to Community with Team	N/A
<b>Dining/Carry-Out Discount</b>	50% off up to \$100	Upon Hire
<b>Retail Wine Discount</b>	40% off	Upon Hire
<b>Retail Merchandise Discount</b>	20% off	Upon Hire
<b>Complimentary Wine Tasting for Two</b>	Monthly Wine Tasting	Upon Hire
<b>Travel Discounts</b>	Budget/Avis discounts	Upon Hire