

# RESTAURANT MANAGEMENT: 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	1st of the month following 30 days of employment
<b>Dental Insurance</b>	Delta Dental of IL; 2 plan offerings	1st of the month following 30 days of employment
<b>Vision Insurance</b>	Vision Service Plan (VSP)	1st of the month following 30 days of employment
<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	1st of the month following 30 days of employment
<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	1st of the month following 30 days of employment
<b>Voluntary Hospital Indemnity Insurance</b>	Reliance Matrix; Pays a lump-sum due to hospitalization from sickness, injury or pregnancy	1st of the month following 30 days of employment
<b>Voluntary Critical Illness Insurance</b>	Reliance Matrix; Pays a lump sum benefit if diagnosed with covered condition	1st of the month following 30 days of employment
<b>Voluntary Short-Term Disability</b>	Reliance Matrix, up to 60% of weekly earnings	1st of the month following 30 days of employment
<b>Long-Term Disability</b>	Reliance Matrix, company provided, up to 60% of monthly earnings	1st of the month following 30 days of employment
<b>Basic Life &amp; AD&amp;D Insurance</b>	Reliance Matrix, company provided, 1x base salary	1st of the month following 30 days of employment
<b>Voluntary Life &amp; AD&amp;D Insurance</b>	Reliance Matrix, purchase additional coverage for yourself, spouse and/or child(ren)	1st of the month following 30 days of employment
<b>401(k) Retirement Savings</b>	Matching contributions based on deferral election	First of the month for Team Members 21+
<b>Paid Parental Leave</b>	10 weeks paid for recuperation; 2 weeks paid for bonding time	90 day waiting period
<b>Paid Time Off</b>	Vacation Days: Based on tenure	Accrues quarterly on first check of each quarter
<b>Charity Day</b>	Day off to give back to Community with Team	N/A
<b>Monthly Dining Allowance</b>	Monthly allowance to be used on dining in or carryout	Upon Hire

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BENEFIT	DESCRIPTION	ELIGIBILITY REQUIREMENTS
Dining/Carryout Discount	50% off up to \$100	Upon Hire
Retail Wine Discount	40% off	Upon Hire
Retail Merchandise Discount	20% off	Upon Hire
Complimentary Wine Tasting for Two	Monthly Wine Tasting	Upon Hire
Travel Discounts	Budget/Avis discounts	Upon Hire