

RESTAURANT SUPPORT CENTER: BENEFITS & PERKS



BENEFIT	DESCRIPTION	ELIGIBILITY REQUIREMENTS
Medical/Rx Insurance	Blue Cross Blue Shield of IL; 3 plan offerings: 2 PPOs and 1 HDHP	1st of the month following 30 days of employment
Dental Insurance	Delta Dental of IL; 2 plan offerings	1st of the month following 30 days of employment
Vision Insurance	Vision Service Plan (VSP)	1st of the month following 30 days of employment
Wellness Program	Participate and enjoy significant savings on your medical premiums!	Enrollment in a medical plan through Cooper's Hawk
Telemedicine	MDLive through BCBSIL	Enrollment in a medical plan through Cooper's Hawk
Flexible Spending Accounts-- Health & Dependent Care	Use pre-tax dollars for eligible out-of-pocket expenses	1st of the month following 30 days of employment
Health Savings Account	Use pre-tax dollars for eligible out-of-pocket expenses	For those who enroll in a high deductible health plan
Voluntary Accident Insurance	Reliance Matrix; Pays benefits when seeking treatment due to accident	1st of the month following 30 days of employment
Voluntary Hospital Indemnity Insurance	Reliance Matrix; Pays a lump-sum due to hospitalization from sickness, injury or pregnancy	1st of the month following 30 days of employment
Voluntary Critical Illness Insurance	Reliance Matrix; Pays a lump sum benefit if diagnosed with covered condition	1st of the month following 30 days of employment
Voluntary Short-Term Disability	Reliance Matrix, up to 60% of weekly earnings	1st of the month following 30 days of employment
Long-Term Disability	Reliance Matrix, company provided, up to 60% of monthly earnings	1st of the month following 30 days of employment
Basic Life & AD&D Insurance	Reliance Matrix, company provided, 1x base salary	1st of the month following 30 days of employment
Voluntary Life & AD&D Insurance	Reliance Matrix, purchase additional coverage for yourself, spouse and/or child(ren)	1st of the month following 30 days of employment
401(k) Retirement Savings	Matching contributions based on deferral election	First of the month for Team Members 21+
Paid Parental Leave	10 weeks paid for recuperation; 2 weeks paid for bonding time	90 day waiting period

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BENEFIT	DESCRIPTION	ELIGIBILITY REQUIREMENTS
Paid Time Off	Vacation Days: Based on tenure; Wellness Days: 5 days annually; Company Paid Holidays including Floating Holiday	Vacation accrues quarterly on first check of each quarter
Charity Day	Day off to give back to Community with Team	N/A
Monthly Dining Allowance	Monthly allowance to be used on dining in or carryout	Upon Hire
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
Complimentary Beverages in our Luxpality Area	Coffee and Soft Drinks	Upon Hire
RSC Celebrations	Wine O'Clock Fridays, Various Holiday and Company Celebrations	Upon Hire
Complimentary Gym Membership	At Restaurant Support Center office building	Upon Hire
Hybrid Work Week	3 days in office, 2 remote, depending upon role	Upon Hire