

HOURLY TEAM MEMBERS: BENEFITS & PERKS



BENEFIT	DESCRIPTION	ELIGIBILITY REQUIREMENTS
Medical/Rx Insurance	Medical coverage through Aetna and Prescription Drug coverage through CVS Caremark; 3 plan offerings	Team Members who average 30 hours per week and meet the eligibility waiting period requirements
Dental Insurance	Delta Dental of IL; 2 plan offerings	Team Members who average 30 hours per week and meet the eligibility waiting period requirements
Vision Insurance	Vision Service Plan (VSP)	Team Members who average 30 hours per week and meet the eligibility waiting period requirements
Wellness Program	Participate and enjoy significant savings on your medical premiums!	Enrollment in a medical plan through Cooper's Hawk
Telemedicine	CVS Virtual Care	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	Team Members who average 30 hours per week and meet the eligibility waiting period requirements
Health Savings Account	Use pre-tax dollars for eligible out-of-pocket expenses	For those who enroll in a high deductible health plan
Commuter Benefits	Use pre-tax dollars for eligible out-of-pocket expenses related to your commute to and from work	Team Members who average 30 hours per week and meet the eligibility waiting period requirements.
Voluntary Accident Insurance	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
Voluntary Hospital Indemnity Insurance	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
Voluntary Critical Illness Insurance	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
Everyday Benefits	Access to platform that provides access to special rates and discounts to additional plans such as Pet Insurance, Student Loan Assistance, Homeowners and Renters insurance and more!	Team Members who average 20 hours per week
401(k) Retirement Savings	Matching contributions based on deferral election	First of the month for Team Members 21+
Paid Time Off	Vacation Days: Based on tenure	After 1 year of service and other eligibility requirements
Charity Day	Day off to give back to Community with Team	N/A

Continued...

BENEFIT	DESCRIPTION	ELIGIBILITY REQUIREMENTS
Dining/Carry-Out 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