

RESTAURANT MANAGEMENT: BENEFITS & PERKS



| BENEFIT | DESCRIPTION | ELIGIBILITY REQUIREMENTS |
|----------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------|
| Medical/Rx Insurance | Medical coverage through Aetna and Prescription Drug coverage through CVS Caremark; 3 plan offerings | 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 | 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 | 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 |
| 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 | 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 |
| 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 |

Continued...

| BENEFIT | DESCRIPTION | ELIGIBILITY REQUIREMENTS |
|-------------------------------------------|------------------------------------------------------------------|--------------------------------------------------|
| 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 |
| Paid Time Off | Vacation Days: Based on tenure | 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 |