



BENEFITS SUMMARY: HOURLY EMPLOYEES

*Please note that all benefits have specific eligibility requirements

BENEFIT	DESCRIPTION	EFFECTIVE DATE
HEALTH BENEFITS & RELATED INSURANCE:		
Health:	Health, Prescription, Dental & Vision insurance. For full-time employees averaging at least 30 hours per week	1 st of the month after 1 year
Employee Assistance Plan (EAP):	Personalized support from licensed counselors to help you and immediate family members find balance and gain control during life's challenges.	Upon Hire
Digital Cognitive Behavioral Therapy:	A self-paced tool you can use anytime, anywhere to improve your mental health.	Upon Hire
RETIREMENT:		
401k Plan:	401(k) Savings Plan that offers Roth & Pre-Tax options and a company match after requirements are met.	Upon Hire
TIME OFF:		
Flexible Schedule:	Flexible schedules that fit your life	
Paid Time Off:	<u>Tipped Employees</u> receive Paid Sick and Safe Leave of up to 5 or 7 calendar days per year based on position <u>Non-Tipped Employees</u> receive paid time off for vacation, sick leave or personal reasons. 0-4 years = 2 weeks per year 5+ years = 3 weeks per year	Upon Hire based on Accrual
DINING PRIVILEGES:		
On Duty:	1 shift meal depending on your position	Upon Hire
Off Duty:	25% discount for self & 1 guests.	Upon Hire
DISCOUNTS:		
Discount Program:	Discount Program is a one-stop-shop for thousands of exclusive discounts in more than 25 different categories. That means there's something for everyone!	Upon Hire
LEAVE:		
Bereavement:	Up to 5 days of leave based on company policy.	Upon Hire
Unpaid Leave:	Family and Medical Leave (FMLA) of Absence, Military Leave and any other required Federal and locations State leave.	See Employee Handbook.