



**BENEFITS SUMMARY: UNIT LEVEL MANAGEMENT
(Restaurant Managers & Sous Chefs)**

*Please note that all benefits have specific eligibility requirements

BENEFIT	DESCRIPTION	EFFECTIVE DATE
HEALTH BENEFITS & RELATED INSURANCE:		
Health:	Health, Prescription, Dental & Vision insurance	1 st of the month after 60 days
Supplemental:	Accident, Critical Illness, and Hospital Indemnity Insurance	1 st of the month after 60 days
Disability:	Short-Term Disability Insurance. Long-Term Disability insurance with Travel Assistance plan.	1 st of the month after 60 days
Basic Life & Accidental Death & Dismemberment (AD&D):	\$10,000 life insurance policy with personal, financial, and legal resources.	1 st of the month after 60 days
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.	Upon Hire
Company Contribution Plan:	You will receive an automatic company contribution of 6% of your eligible salary to a Company Contribution Plan and will earn a vested benefit after one (1) year of vesting service.	Upon Hire
TIME OFF:		
Paid Time Off:	Time you may use for vacation, sick leave or personal reasons. 0-3 years = 2 weeks per year 4+ years = 3 weeks per year	Upon Hire based on Accrual
Sick Pay:	5 days of Sick Pay annually for self and immediate family member	Upon Hire based on Accrual
Compensatory Time Off	Paid time off in exchange for working more than your normal five-day schedule.	Upon Hire
Holiday Pay:	Thanksgiving and Christmas	Upon Hire
DINING PRIVILEGES:		
On Duty:	1 shift meal	Upon Hire
Off Duty:	50% discount for self & 3 guests	Upon Hire
To Go:	50% discount for self & 3 guests	Upon Hire
PARKING & TRAVEL:		
Home location parking:	50% discount	Upon Hire
Travel:	Reimbursement for work related travel Reimbursement for travel in excess of normal commute	Upon Hire
LEAVE:		
Extended Medical Leave:	Extended Medical Leave is for your own personal sickness or medical care. You will earn up to 15 days annually.	Upon Hire based on Accrual
Bereavement:	Up to 5 days of paid leave based on company policy.	Upon Hire
Jury Duty:	Granted in accordance with applicable law. You will be paid for up to 5 scheduled workdays.	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.
CHARITY:		
Donation Matching:	The company matches employee donations for up to \$4000 per calendar year.	1 year