



## Salaried Management Corporate Office Benefits

Cafe Enterprises offers an attractive benefits package for its salaried management and corporate office associates. It's all part of the company's commitment to taking care of the people who take care of our guests and promoting a good quality of life. The benefits package includes:

- **Medical/Dental Insurance Coverage (PPO Plan)**
  - Coverage is effective for eligible associates the first of the month after 30 days of service.
  - Weekly premium cost for single coverage is \$21 for Medical and \$5 for Dental. Weekly premium cost for family coverage is \$68 for Medical and \$15 for Dental coverage.
  - Office visit co-pay is \$40.
  - In Network deductibles are: Individual - \$1,000; Family - \$2,000
  - Out of Pocket Maximum: Single - \$5,000; Family - \$10,000
  - Dental coverage is optional.
  - For medical coverage, after deductible is paid, in network PPO pays 80% of most covered expenses
  
- **Life Insurance**
  - Life insurance coverage is automatic for all associates who elect health coverage.
  - Dependent life is automatic for associates who elect family coverage.
  - The maximum benefit for Life or Accidental Death is \$15,000.
  - Dependent Life benefit is \$2,500 for spouse and children ages 6 and under, and \$500 for children 14 days to six months of age.
  - Salaried associates are eligible to increase their coverage up to \$200,000 and dependent coverage up to \$10,000.
  
- **Short Term Disability (optional)**
  - This benefit provides income benefits for those associates who are out of work due to an illness or injury for a short period of time.
  - Weekly cost for this benefit is based on associate's salary.
  - Pay 60% of salary (maximum of \$1,000 per week) for benefit period.
  - Benefits begin on the 8<sup>th</sup> day of the illness of accident.
  - Benefit period is 13 weeks.
  
- **Long Term Disability (optional)**
  - This benefit provides extended income benefits for those associates who are out of work due to an illness or injury for an extended period of time.
  - Weekly cost for this benefit is based on associate's salary.

- Pay 60% of salary (maximum of \$1,000 per week) for benefit period.
- Benefits begin after 90 days of missed work.
- Benefit period is to retirement age.
  
- **Sick Pay**
  - All salaried associates who are unable to perform their jobs due to illness or injury are eligible for sick pay at a rate of two days per quarter or a maximum of 8 days per calendar year.
  
- **Meal Policy**
  - Salaried associates are entitled to receive a 100% discount on meals during scheduled work hours.
  - The corporate office staff is eligible to receive a 50% discount on meals eaten at Fatz Cafe during work hours.
  
- **Vacation**
  - As stated in Our Operating Philosophy, we clearly understand that our success is driven by service to our guests as well as service and support to our teammates. One of the major premises within our philosophy is that associate satisfaction results from high quality leadership, teamwork, support and policies that enable us to deliver results. It is our belief that vacation time is a key ingredient to quality of life and in turn allows us to deliver a higher level of results.
  - For the first calendar year of service, vacation eligibility begins the 1<sup>st</sup> of the month following the associates hire date.
  - The 2<sup>nd</sup>-5<sup>th</sup> calendar year of employment, associates are eligible to receive 10 days vacation to be taken during those calendar years.
  - Beginning January 1<sup>st</sup> of the 6th calendar year of employment and each calendar year of employment thereafter, associates are eligible to receive 15 days vacation to be taken during those calendar years.
  - The one week's paid vacation provided to those associates with 15 years and greater of service will be paid the last pay period prior to Christmas beginning the 16<sup>th</sup> calendar year of service and thereafter.
  
- **401K**
  - To help invest in your future, our 401K Program provides a variety of plans and services that help meet your retirement needs.
  - Associates who have worked for Fatz Cafe for a total of one (1) year, a minimum of one-thousand (1000) hours, and are at least 21 years old are eligible to participate
  - Our 401k program is managed through ADP and provides a variety of investments options.