



## Employee Benefits

Employees enjoy a comprehensive benefits package as well as long-term opportunities for growth and advancement within the company. Additional benefits include a large number of discounts on property and at local/national companies.

### Health Insurance

- Bargaining unit employees receive free medical, dental and vision insurance through their union. Some unions may have additional HRA benefits with their plans.
- Non-bargaining unit team members are offered affordable health, dental and vision plans with a company funded HRA card to offset the cost of deductibles and out-of-pocket expense. Single plan receives \$300 per month; all others receive \$600 per month.
- Optional Flexible Spending Account for medical and child care savings.

### Retirement Planning

- 401(k) and Roth IRA plans with dollar for dollar matching from the company up to 4% of an employee's salary. Employees are fully vested in the program from day one of their enrollment. Employee must be 21, non-union and employed 90 days to be eligible.
- Bargaining unit employees enjoy an extensive pension plan with their union.
- Investment learning with 401(k) days hosted by Morgan Stanley and free consultations and advice through our Employee Assistance Program.

### Company Paid Benefits

- Short-term disability at a rate of \$170 per week following the eighth day of absence upon eligibility.
- Long-term disability equaling 60% of an employee's salary for non-union team members.
- Life insurance at either two to four times an employee's salary based on their position for non-union team members.
- Comprehensive Employee Assistance Program that covers the employee and all residents at their home address.
- Free Meals! All team members are able to enjoy free meals, snacks and drinks in our team-dining venue.

### Employee Discount Programs

- Tickets-At-Work: Discounted tickets to movies, theme parks, shopping and travel.
- Additional discounts for national retailers, airlines, lodging, etc. through our Employee Assistance Program.
- STASH Employee Rate Program: \$69/night stays at over 100 participating STASH hotel properties.
- 15% Discount at Morton's® The Steakhouse and Lucky Joe's.
- 15% Discount on select event tickets at Vapor.
- BJ's Wholesale Club membership discount.
- Gideon Putnam Discounts: Lodging discount, 40% off retail items, 25% off treatments at Roosevelt Spa, 25% off at Putnam's Restaurant

### Employee Recognition

- Hourly team members are eligible for attendance bonuses throughout the year.
- Years of Service Recognition: Starting at year one and again every five years we celebrate employee longevity with the presentation of pins, swag and dinner based on your length of service.
- Special lunches/dinners prepared by our Executive Chef and his team each month including selections like a ramen station, gourmet pizza, cook out, soup bread bowls and more.
- Team Member celebrations including a holiday party with high-end prizes, cocktail parties, year-round celebrations and department engagement.