A GREAT PLACE TO WORK

**WITH THE BEST BENEFITS AROUND**

Isaac’s Deli, Inc. prides itself in offering as many benefits as we can afford. Over the years, this list has grown to where we have some of the best benefits in the industry. Listed below are some of the benefits all employees are eligible for:

1. 50% discount on food with your shift. It’s no fun to work on an empty stomach!
2. Performance Reward Plan for all Employees.
3. Employee Assistance Program (EAP).
4. Employee Concierge Services (Childcare Resourcing, Retirement Planning etc.)
5. Legal Consultation and Lawyer Referral Services
6. Regular Evaluations and Feedback.
7. Fair, Happy and Healthy Work Environment.
8. Free Uniforms
9. Growth and Opportunity. We promote first from within.
10. Student Recognition and Pledge.
11. Incentive Pay for Delivery.
12. Health & Wellness Program.
13. Paid Time Off.

Isaac’s Deli, Inc. leads the industry by offering the following benefits to employees who meet specific qualifications.

1. Excellent Group Health Plan, including Dental and Vision
2. Supplemental Insurance such as long and short term disability.
3. Prescription Drug Plan.
4. Life Insurance.
5. 401(k) Retirement Plan with Employer Match.
6. Education, Expense and Wellness Reimbursement.
7. Leave(s) of Absence: Family Medical Leave, Domestic Violence, Bereavement, and Other.

*\*Please continue reading for more information on*

*detailed benefits explanations and specific qualifications.***BENEFITS ELIGIBILITY**

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| --- | --- |
| 50% Discount on Food with Your Shift | All employees. |
| EAP | All employees. |
| Employee Concierge Services | All employees. |
| Legal Consultation/Lawyer Referrals | All employees. |
| Health & Wellness | All employees. |
| Incentive Pay for Delivery | All hourly employees age 18 and older. |
| Regular Evaluations | All employees. |
| Free Uniforms | All employees, per Uniform Policy. |
| Paid Time Off | All employees, per PTO Policy. |
| Personal Leave of Absence | All employees, per PLOA Policy |
| Extended Leave | All employees, per Extended Leave Policy |
| Military Leave/Veteran Reemployment | All Employees, per USERRA |
| Life Insurance | Any Benefits Eligible employee is automatically enrolled. |
| Paid Bereavement Leave | Any Benefits Eligible employee who has been designated as benefits eligible for at least 12 months is eligible. |
| Jury Pay | Any Benefits Eligible employee is eligible. |
| Health, Dental and Vision Insurance | Any Benefits Eligible employee is eligible to enroll. |
| Education Reimbursement | Any Benefits Eligible employee is eligible, per Education Costs Reimbursement Policy. |
| Supplimental Insurance | Any Benefits Eligible employee is eligible. |
| 401(k) | Any employee who works at least 12 months AND 1,000 hours during those 12 months, AND is at least 21-years old is automatically enrolled in the Plan. |
| Family Medical Leave | Any employee who has worked at least 12 months AND worked at least 1,250 hours during those 12 months is eligible. |
| Employee Performance Reward  | Based on Plan in effect. |
|  |  |
| \*Benefits eligibility status will be achieved by meeting either the initial or standard measurement period qualifications (*defined in Benefits b-3)* that are in place for new or existing non-benefits eligible employees. |

 **DEFINITION OF TERMS**

**Salaried Employee:** An employee whose compensation is established as an annual or bi-weekly amount. A salaried employee is considered exempt for the purposes of federal wage-hour law, which means salaried employees are ineligible for overtime pay for hours actually worked in excess of 40 in a given workweek.

**Hourly Employee:** An employee whose compensation is based on an hourly rate for the amount of time worked. Work beyond 40 hours per week is compensated as overtime.

**Full-time Employee:** An employee guaranteed to work more than 30 hours per week on a consistent basis.  As a new hire, they reach benefits eligible employee status (defined elsewhere) after a 90-day waiting period. A full-time employee is not subject to either the initial or standard measurement periods (defined elsewhere) but will undergo hours monitoring to verify that a change in status to a variable hour employee (defined elsewhere) is not warranted.

**Part-time Employee:** An employee guaranteed to work less than 30 hours per week on a consistent basis.

**Seasonal Employee:** Any employee who customarily works less than 6 months over a prior 12 month period and typically works each calendar year in approximately the same part of the year, such as summer or winter.

**Spouse:** Any individuals who are lawfully married under any state law, including individuals married to a person of the same sex who were legally married in a state that recognized such marriages.

**ISAAC’S DELI, Inc.**: Isaac’s Deli, Inc. and Subsidiaries, unless otherwise stated within the individual policy.

**He or His:** Use of the word he or his should be construed to mean feminine as well as masculine.

**May:** The use of this word means an action is recommended but not required.

**Will/Shall:** The use of these words means an action is a requirement.

**Employment-at-will:** Isaac’s Deli, Inc. adheres to the federal and state “Employment-at-will” rules. Under the federal and state “Employment-at-will” rules,

either the employee or the employer remains free to terminate the employment relationship, with or without cause, and with or without notice.

**Hire Date:** The date an applicant has been informed he has been hired.

**Start Date:** The first day the employee is being paid for time worked.

**Benefits Eligible Start Date:** The date a variable hour employee (defined elsewhere) qualifies for health coverage and meets additional qualifications outlined in various benefit policies.

**Variable Hour Employee:** An employee whose hours fluctuate week to week, with no guarantee of a maximum or minimum amount of hours.

**Benefits Eligible Employee**: an employee who meets the ACA definition as being eligible for health insurance coverage and meets additional qualifications outlined in various benefit policies. Or a full time employee who has reached benefits eligibile employee status after a 90-day waiting period.

**Non-Benefits Eligible Employee**: an employee who is not designated as a Benefits Eligible employee (defined elsewhere).

**Initial Evaluation Period:** Applies to variable hour employees only and is the first 90 days of employment where a variable hour employee is evaluated for benefits eligibility. If at the end of the initial evaluation period if it is determined the intent is they will reach benefits eligible status by the end of their initial measurement period, they will become benefits eligible at 90 days and the remainder of the initial measurement period (defined elsewhere ) will be waived. Those who are determined to be benefits eligible after the initial evaluation period will remain benefits eligible through the next full stability period (defined elsewhere) and fall into the standard measurement period (defined elsewhere) for existing employees.

**Initial Measurement Period:** Applies to variable hour employees only and is a period of time beginning the first day of the first payperiod following the date of hire and ending the last day of the last payperiod immediately prior to their 6 month anniversary used to determine whether a new employee has qualified as a benefits eligible employee (defined elsewhere) by working an average of 30hrs/week or more during the measurement period. Those who qualify as benefits eligible after the initial measurement period will remain benefits eligible through the next full stability period (defined elsewhere) and fall into the standard measurement period (defined elsewhere) for existing employees.

**Standard Measurement Period:** Applies to variable hour employees only. 13 consecutive pay periods typically May thru October and November thru Aprilused to determine whether an existing non-benefits eligible employee has qualified as a benefits eligible employee or an existing benefits eligible employee has lost their benefits eligibility status. To either remain benefits eligible or achieve benefits eligibility status at the end of the Standard Measurement Period, an employee must have worked an average of 30hrs/week or more during the measurement period.

**Stability Period:** Applies to variable hour employees only. A 6 month period of time based on the standard measurement periods,(defined elsewhere) in which employees determined to be benefits eligible must remain benefits eligible. The stability periods run January 1 through June 30th and July 1 thru December 31st.

**Administrative Period:** A two month period of time after either the Initial Measurement Period (defined elsewhere) or the standard measurement period (defined elsewhere) before benefits eligibility changes take effect. This time is used to complete eligibility testing, paperwork processing and employee enrollment/disenrollment within the plan.