INITIAL QUALIFICATION FOR COMPANY BENEFITS

**(Health, Vision, Dental, Life and other benefits)**

**Initial Qualifications Period**

To initially qualify for health, vision, dental, life and supplemental insurance as well as other benefits, you must meet either the initial or standard measurement period qualifications (*defined in Benefits Section b-3*), meet the initial evaluation period qualifications (*defined in Benefits Section b-3*) or be a full-time employee who has met their 90-day waiting period qualification.

**Maintaining these Benefits after Successful Qualification**

In order to maintain your benefits:

You must be a full time employee or a variable employee within your stability period *(defined in Benefits, Section b-3)* and at the end of your stability period, meet the standard measurement period qualifications *(defined in Benefits, Section b-3)*.

**You** will be responsible for ensuring that you are scheduled for and work enough hours to meet this requirement. If your manager does not give you enough hours, you must negotiate additional time with your manager, which will likely involve working during shifts when extra help is needed or working at other Isaac’s locations.

Paid Time Off (PTO) or if you take time off under Worker’s Compensation Leave or Isaac’s Deli, Inc. Family Medical Leave Policy shall not count against you. Consult the FMLA policy for further clarifications and details.

**Termination of Health Insurance**

Employees terminated from Isaac’s Deli, Inc. health insurance plan shall be given the option to continue coverage under COBRA, in accordance with Federal Regulations.