

## **YOCCO'S PART-TIME EMPLOYEE BENEFITS**

- **Flexible Scheduling** – Schedule developed around your availability and company needs. Posted at least three weeks in advance, for your convenience and planning.
- **Paid Meal Breaks** - up to 15 minutes per regular shift. Minors (under 18) on shifts of more than 5 hours are given a ½ hour unpaid break per state law.
- **Generous Food Allowance** - up to \$13.50 per shift *PLUS* unlimited soda, tea, and other drinks while working
- **Family and Friends Discount of 50% Off** (some restrictions apply)
- **Service Recognition Paid Time Off** - 8 hours after two full qualifying years, 20 hours after five full qualifying years and 40 hours after 10 full qualifying years. Time awarded each January 1.
- **December Holiday Bonus (Yearly)** up to \$25.00. Plus other Holiday events and gifts.
- **High School Graduation Recognition Award** - up to \$300.00.
- **Free Uniform** –Two Yocco's T-shirts to start plus one additional shirt after 90 days.
- **401K Profit Sharing Plan:** Must be 20 years old and work 1,000 hrs. in a full calendar year to be eligible. After 1 full year of employment.
- **Birthday Club Program** - Includes, after 6 months employment, another T-shirt every year on your Birthday.
- **Never Late Bonus Reward** for on time performance given quarterly and year-end. (Up to \$75.00 a year)
- **\$50 Yearly Flu Shot Bonus.**
- **\$50 Yearly Dental Cleaning** for shift managers.
- **New Hire Referral Reward Program** - Employee can earn \$125, \$250, or \$375 per referral depending on job level and completion of requirements.
- **Annual Performance Reviews** with personal goal setting and Training Objectives.
- **Wage reviews/increases** based on performance improvements, job promotions and changes in availability.
- **Continual on the job training** for advancement and career development.
- **Opportunities for advancement** from within to Part-time Shift Runner or Full-time Shift Leader positions, Assistant Manager and even Store Manager!
- **Friendly atmosphere** nurtured by a family owned and operated environment.
- **Job Security** from a company that has been in business since 1922.
- **Pride in working** for a company with an outstanding reputation for quality food, great service, exceptional value and the best employees in the Lehigh Valley!

Benefits may change with or without notice. See HR for more details.

## **YOCCO'S FULL-TIME EMPLOYEE BENEFITS**

Upon completion of a 90-day Full Time Qualifying (FTQ) period, Full-Time employees who have met the requirements and hourly commitment of the job are eligible for additional benefits. This list is meant to be an overview. Human Resources will provide details of each benefit.

<b><u>COST</u></b>	<b><u>BENEFIT</u></b>
Co-pay	Healthcare Insurance (optional) Choice of: <ol style="list-style-type: none"> <li>1. Blue Cross 3500 Or Blue Cross 6900</li> <li>3. Optional Health Savings Account (HSA)</li> <li>4. All plans include a Comprehensive Prescription Plan.</li> </ol>
Included	Healthcare Reimbursement Arrangement (HRA). You receive a pre-loaded debit card to help pay for medical services and prescriptions to cover part of your deductible. Amount based on coverage selected.
Employee	Various AFLAC Policies available – as a pretax payroll deduction. Excludes Life Ins. Policy (post tax).
Co-pay	A Comprehensive Dental Plan (optional) via United Concordia Flex. \$16 / month (2019) for single coverage.
Free	Work Shoe Reimbursement of \$50 for qualifying purchases of Slip resistant footwear.
Free	\$50 Teeth Cleaning Bonus once a year for all FT Employees and Shift Runners.
Free	Vision Care Reimbursement Plan. \$75 Biannual Exam and \$125 Annual Lenses.
Free	Life Insurance – Group Coverage \$13,000 for Full-Timers \$32,000 for Assistant/Associate Managers \$80,000 for Store Managers/Supervisors
Free	Accidental Death Insurance (Same as above)
Free	Short Term Disability Insurance – 66 ⅔ % of weekly pay up to \$600.00/week.
Free	401K and Profit Sharing Plan - upon qualifying, optional 401K match of 25% of up to first 6% of pay.
Free	Holiday special gift/bonus at Thanksgiving, Christmas, Easter.
Free	Paid Vacation Time – 40 hours paid time off after one full calendar year, 80 hours paid time off after five years, 80 hours paid time off & 40 hours paid out after 15 years.
Free	Paid Sick Time – 36 hours after one full calendar year. Time awarded January 1 <sup>st</sup> . Less than one full year; refer to sick policy.
Free	Paid 100% of any Unused Sick time at end of calendar year. (Hourly Employees only)
Free	Paid Bereavement day for death of immediate family member. (Spouse, Child, Mother, Father, Brother, Sister, Grandparent)
Free	Additional work shirts as needed, through a trade-in program.
Free	One pair of non-skid work shoes per year.

**Plus most benefits listed under “Part-Time Benefits”.**

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