

LRG | HOURLY POSITIONS BOH & FOH

BENEFITS 2023

LINK RESTAURANT GROUP

LABOULANGERIE

HERBSAINT

·pêche·

calcasieu CATERING & EVENTS

GIANNA

COCHON

BUTCHER

INSURANCE

- **MEDICAL:**
LRG offers & contributes to 3 different plans through Blue Cross Blue Shield of Louisiana
- **DENTAL & VISION:**
LRG offers one dental plan and one vision plan through Humana
- **LIFE:** \$25,000 company paid | FOR FULL TIME TEAM MEMBERS -- **Enrollment matches health benefits. If an employee does not enroll in benefits within the required timeframes, all benefits are automatically waived through the system.**

Eligibility for medical, dental and vision insurance:

→ **Full time* hourly** (BOH team members): Eligible on the first day of the month following a 60 day employment period.

→ **Variable Hour benefits:** Eligible for enrollment after a 6 month tracking period and the confirmation of average 130 hours monthly for the 6 months. Enrollment starts after the 6 months tracking during a 1 month administration period. Coverage starts on the first day of the month after the completion of the month of the administration period.

TEAM MEMBER DISCOUNT

Once hired, team members enjoy **33% discount** when dining at any of LRG's restaurants & **50% discount** on all merchandise at Cochon Butcher

CAREER PROGRESSION | **Continuous education** such as management training, language classes, wine seminars

HURRICANE PAY | FOR FULL TIME* TEAM MEMBERS

Up to 5 days/40 hours guaranteed pay during restaurant closures

JURY DUTY PAY | FOR FULL TIME* TEAM MEMBERS - LRG will excuse you if summoned to serve on a jury. Team members must notify their manager of such summons within a reasonable period of time after receipt of a summons and at least 2 weeks prior to his or her appearance for jury duty. We ask that you show your Manager your Louisiana jury duty summons letter when you receive it, and update them with your jury duty dates if you are assigned to a trial, to ensure that you receive your mandatory time off. We will compensate employees for the first day of jury duty (8 hours at the regular rate).

* **FULL TIME IS DEFINED AS** an average of 30 hours per week / 130 hours a months

STARTING AT 90 DAYS

PAID SICK LEAVE | 5 days sick pay per year | FOR FULL TIME* TEAM MEMBERS
(average 30 hours a week/ 130 hours/month), after completion of the 90 day administration period.

Sick leave is granted after your 90 day probation period. Sick leave is reset on your anniversary each year and is not carried over and has no monetary value.

STARTING AT 1 YEAR

5 PAID PERSONAL DAYS | FOR FULL TIME TEAM* MEMBERS | (average 30 hours a week / 130 hours/month), after completion of the first year of employment.

Paid Personal Days are granted after completion of 12 months of employment and are granted on your anniversary date. Paid Personal Days are reset on your anniversary each year and are not carried over and have no monetary value.

401K WITH COMPANY MATCH | 100% vested, 4% company match - after the completion of one year of employment and 1000 hours worked.

* **FULL TIME IS DEFINED AS** an average of 30 hours per week / 130 hours a months

INSURANCE COST 2023

LRG offers & contributes to 3 different plans through Blue Cross Blue Shield of Louisiana to choose from.

PREMIER BLUE

Your Weekly Contribution:

Employee	\$66.87
Employee + Spouse	\$175.28
Employee + Child(ren)	\$159.01
Family	\$267.42

POS

Your Weekly Contribution:

Employee	\$43.34
Employee + Spouse	\$128.21
Employee + Child(ren)	\$115.48
Family	\$200.36

BLUESAVER

Your Weekly Contribution:

Employee	\$27.56
Employee + Spouse	\$96.65
Employee + Child(ren)	\$86.28
Family	\$155.38

LRG offers one dental plan and one vision plan through **Humana**.

DENTAL INSURANCE *(voluntary)*

Your Weekly Contribution:

Employee	\$5.75
Employee + Spouse	\$12.90
Employee + Child(ren)	\$11.10
Family	\$18.45

VISION INSURANCE *(voluntary)*

Your Weekly Contribution:

Employee	\$1.87
Employee + Spouse	\$3.74
Employee + Child(ren)	\$3.55
Family	\$5.58