

# BENEFITS 2026



## 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 The Standard

### ❖ **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

**REFERRAL BONUS** If you know someone who would be a good addition at any of our locations, you may be awarded a referral bonus of \$250 if you refer a candidate and they are hired.

## 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). 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.

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## 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.

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

# INSURANCE COST 2026

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

## **PREMIER BLUE**

Your Weekly Contribution:

Employee	\$101
Employee + Spouse	\$247
Employee + Child(ren)	\$224
Family	\$383

## **POS**

Your Weekly Contribution:

Employee	\$67
Employee + Spouse	\$181
Employee + Child(ren)	\$163
Family	\$288

## **BLUESAVER**

Your Weekly Contribution:

Employee	\$45
Employee + Spouse	\$137
Employee + Child(ren)	\$122
Family	\$225

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LRG offers one dental plan and one vision plan through **The Standard**.

## **DENTAL INSURANCE** *(voluntary)*

Your Weekly Contribution:

Employee	\$4.85
Employee + Spouse	\$9.17
Employee + Child(ren)	\$11.77
Family	\$16.10

## **VISION INSURANCE** *(voluntary)*

Your Weekly Contribution:

Employee	\$1.27
Employee + Spouse	\$2.54
Employee + Child(ren)	\$2.25
Family	\$3.52