



## 2018 Piada Benefits at a Glance Home Office

BENEFIT	EFFECTIVE DATE	OVERVIEW
MEDICAL	Effective 1st of the month following 30 days of employment	<p>The Piada Group offers two Preferred Provider Organization (PPO) medical coverage options to choose from that are available through Anthem Blue Cross/Blue Shield. Both low and high deductible plans are available. These plans have established co-payments and deductibles for services rendered. Our prescription drug benefit is also administered by Anthem Blue Cross/Blue Shield (PPO).</p> <p>Upon termination, benefits will continue through the end of the month in which employment is terminated. Outstanding premiums will be collected on the terminated Team Member's final pay check.</p>
DENTAL	Effective 1st of the month following 30 days of employment	Anthem Dental is our provider of dental services with a calendar year max of \$2000. This plan has established co-insurance and deductibles for services rendered. Anthem Dental PPO covers up to two routine dental exams per year. In addition, orthodontic services are available for children at 50% up to \$1000 lifetime max.
VISION	Effective 1st of the month following 30 days of employment	Vision services are provided through VSP. These services include, eye exams and discounts on eyewear. Covered Team Members and dependents are eligible to receive their lenses and one eye exam once per calendar year as well as new frames every 24 months.
FLEXIBLE SPENDING & DEPENDENT CARE ACCOUNT(S)	Effective 1st of the month following 30 days of employment	A flexible spending account provides you the opportunity to set aside money from your paycheck (on a pre-tax basis) to use for eligible out-of-pocket expenses with an annual max of \$2,550. The dependent care account provides you the opportunity to set aside money from your paycheck (on a pre-tax basis) to reimburse yourself for eligible child and adult care expenses with an annual max of \$5,000.
PIADA MEAL BENEFIT	Upon Date of Hire	Team Member will receive Piada Refuel Card with an predetermined amount based on level within the organization. Refuel card balances are re-loaded annually. A percentage (30%) of actual dollar usage of your card will be included monthly on your pay statement as taxable income with appropriate tax withholding.
CATERING & SPECIAL EVENT DISCOUNT	Upon Date of Hire	20% discount available for all Catering & Special Event(s) for family and friends. The remainder of the order must be paid in full and/or placed on Piada Refuel Dining Card prior to the event. Team Member must be in good standing to be eligible.
VACATION	Pro-rated based on date of hire	Our vacation program is intended to provide Team Members with paid time off for rest & relaxation. Team Members receive eighty (80) hours of paid vacation time per calendar year. Vacation hours are ineligible for roll over to the next calendar year and are not paid out in the event that employment is terminated with Piada, except where applicable by law.
HOLIDAY PAY	Upon date of hire	Team Members will receive eight (8) paid holidays based on the Home Office schedule.
BASIC LIFE AND AD&D	Effective 1st of the month following 30 days of employment	Piada provides a company paid life insurance policy of one time (1x) a class 1 Team Member's annual salary and two times (2x) for class 2 Team Member's annual salary through UNUM. Team Members may voluntarily elect additional life insurance coverage, not to exceed \$500,000 through payroll deduction at a reduced rate. In the event of an employment status change, this policy is both convertible and portable. Please contact People Services for more details.
SHORT-TERM DISABILITY (STD)	Effective 1st of the month following 30 days of employment	Short-Term Disability coverage provides continuous income in the event of health related absence that prevents a Team Member from working. This benefit begins on the 1st day of the injury/ hospitalization or the 8th day of illness. These benefits are paid at 60% (max. \$1500/week) of the Team Member's weekly salary and may continue for a maximum of 26 weeks. Premiums are fully paid for by Piada.
LONG-TERM DISABILITY (LTD)	Effective 1st of the month following 30 days of employment	Long-Term Disability provides coverage beyond the Short-Term Disability, 180-day elimination period due to a covered injury or illness. These benefits are paid at 60% (max. \$6000/month) of the Team Member's monthly base pay. Premiums are fully paid for by Piada.
TUITION ASSISTANCE	Effective after 6-months of employment	Piada offers tuition assistance to Team Members who are pursuing personal/professional development affiliated with the restaurant industry. Team Members must maintain a grade of a "C" or above. Letter grades "A or B" will be reimbursed at \$1000 per class and a "C" letter grade will be reimbursed at \$500 per class. Repayment will be required if a Team Member terminates within one (1) year from receiving this benefit.

*Disclosure: This chart is to be used for general guidance only and does not reflect all rules and requirements. Please refer to Summary Plan Descriptions (SPD) for complete detailed information.*