



2021-2022 Piada Field Benefit Preview

All benefits are effective 1st of the month following thirty (30) days of employment, except for those benefits listed below.

	BENEFIT ELIGIBILITY			OVERVIEW
	HOURLY TEAM MEMBER & SHIFT LEADER	SUPERVISOR	CHEF & PARTNER	
MEDICAL	✓	✓	✓	<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>Hourly Team members and Shift Leaders are eligible for medical after one (1) year of service and an average of 30 hours per week.</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		✓	✓	<p>Delta 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 up to age 19 at 50% coverage.</p>
VISION		✓	✓	<p>Vision services are provided through Anthem. 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.</p>
SPENDING & DEPENDENT CARE ACCOUNT(S)			✓	<p>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 \$2,750. 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 \$10,500.</p>
PIADA MEAL BENEFIT	✓	✓	✓	<p>Upon date of hire, Delivery Drivers and Catering Coordinators are eligible to receive a meal on days a shift is worked, up to a \$10 value. Catering Managers will receive a 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.</p>
CATERING & SPECIAL EVENT DISCOUNT	✓	✓	✓	<p>Upon date of hire, a percentage (20%) discount is 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.</p> <p>Our Paid Time Off (PTO) program is intended to provide Team Members with paid time off for rest & relaxation. PTO 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</p>
PAID TIME OFF	✓	✓	✓	<p>Upon hire, PTO is pro-rated for Supervisors, Chefs and Partners for their first year of employment. Supervisors receive fifty-six (56) hours of Paid Time Off (PTO) per calendar year. PTO must be used in increments of eight (8) hours for Supervisors. Chefs and Partners receive one-hundred thirty (130) hours of Paid Time Off (PTO) per calendar year. PTO must be used in increments of ten (10) hours for Chefs and Partners.</p>
FLEXIBLE WORK SCHEDULE		✓	✓	<p>Hourly Team members and Shift Leaders will receive Vacation pay in January proceeding their second year of employment equal to their average weekly base pay rate.</p> <p>Upon date of hire, Team Members are eligible to work a longer four (4) day schedule one (1) week per month to allow for an additional day off from work in the same corresponding work week. The flex day may be used for any day of the corresponding week, it does not need to be adjacent to a weekend.</p> <p>Supervisors can work four 10 hour days to receive one "flex" day. Chefs & Partners can work four 12 hour days to receive one "flex" day. The management and schedule of this benefit will be determined by each Partner or Market Partner, as deemed appropriate for the department and each location. Please keep in mind that the ability to work a flexible work schedule is a benefit and privilege but is not guaranteed.</p>
HOLIDAY PAY		✓	✓	<p>Chefs and Partners will be compensated at their regular base pay for ten (10) hours for the four (4) holidays - Easter, 4th of July, Thanksgiving & Christmas.</p> <p>Supervisors will be compensated at their regular base pay for eight (8) hours for the four (4) holidays, following one year of employment in a Supervisor role and an average of thirty (30) hours a week.</p>

SAME DAY PAY	✓	✓	✓	DailyPay is a voluntary benefit that allows you access to your earned pay when you need it, with additional ways to help you save.
BASIC LIFE AND AD&D			✓	Piada provides a company paid life insurance policy of one time (1x) a class 2 Team Member's annual salary and two times (2x) for class 1 Team Member's annual salary through Anthem. 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. Contact People Services for more details
SHORT-TERM DISABILITY (STD)			✓	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)			✓	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.
PARENTAL LEAVE		✓	✓	Piada will provide up to 6 weeks of paid parental leave to Team Members following the birth of a Team Member's child or the placement of a child with a Team Member in connection with adoption or foster care. The purpose of paid parental leave is to enable the Team Member to care for and bond with a newborn or a newly adopted or newly placed child.
EDUCATIONAL ASSISTANCE	✓	✓	✓	<p>1) Piada will reimburse Team Members up to a maximum of \$5250 per year based on tenure for continuing education through an accredited program that either offers growth in an area related to his or her current position or that may lead to promotional opportunities. (Full-time, regular Team Members who have completed six months of employment are eligible under this policy.)</p> <p>2) Piada offers tuition discounts at select colleges and universities. Team Members and their families are eligible to take advantage of these discounts upon hire.</p>
DISCOUNT MARKETPLACE	✓	✓	✓	Piada offers instant access to exclusive deals, limited-time offers and savings on products, services and experiences upon hire.

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