



SIoux CITY

TEAM MEMBER BENEFITS

FROM FIRST DAY OF EMPLOYMENT FOR ALL

- 30% discount at restaurants on property and in the Rock Shop (from full price items)
- Promotional ticket pricing for limited events in Anthem (typically \$5 but can change)
- Team Member Perks
 - Enjoy discounts at local businesses like Four Seasons, Massage & Body, YMCA, Verizon Wireless and more
- Access to Team Member exclusive pins
- Discounts on HRHCSC-sponsored event tickets at the Orpheum Theater
- Payroll deduction option for Four Seasons membership
- Voluntary United Way payroll contribution
 - Monthly United Way contribution drawings, valued up to \$500 total
 - 4 Rock Star of the Month parking spaces awarded each month
- Bi-annual "Rockognition Month" for Team Members (because they Rock!)
 - Prize drawings
 - Free food (meal days, Palmer Candy day, Jolly Time day) in the Team Dining Room
 - Trivia contests with prizes
 - Pop-up shops (Team Members can "buy" items with credits received for required trainings, etc.)

1ST OF THE MONTH FOLLOWING 6 MONTHS OF EMPLOYMENT FOR ALL:

- 401(K) with American Trust
 - Company match—100% up to 3% and 50% from 4% to 6%
 - 100% vested immediately

1ST OF THE MONTH FOLLOWING 60 DAYS OF EMPLOYMENT FOR FULL-TIME:

- Medical, Dental and Vision Insurance
 - Team Member Only
 - Team Member + Spouse
 - Team Member + Child(ren)
 - Family
- Paid Time Off – accrues every pay period, starting from hire date
- Company-Paid Basic Life & AD&D Insurance
 - Minimum \$25,000 basic coverage for Full-Time Team Members
 - Coverage doubles for Accidental Death & Dismemberment
- Additional voluntary life insurance option for Team Members, spouse and/or children
- Colonial Life
 - Voluntary supplemental coverage
- Additional benefits available to Leadership positions, including company-paid Short-Term and Long-Term Disability