



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) **some exclusions apply*
- Promotional ticket pricing for limited events in Anthem (typically \$5 but can change)
- Team Member Perks
 - *Enjoy discounts at local businesses like Four Seasons, Verizon Wireless, Pet Stop 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
 - *5 Rock Star of the Month parking spaces awarded each month*
- “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 90 DAYS OF EMPLOYMENT:

- 401(K) with USI
 - *Company match 50% up to 6%*
 - *Auto enrollment*

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*
- Additional voluntary life insurance and supplemental coverage option for Team Members, spouse and/or children provided by United Health Care
- Additional benefits available to Management positions, including company-paid Short-Term and Long-Term Disability