



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)
- 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, PTO hrs & HRHCSC pins awarded each month
- Rockognition Events™ for Team Members (because they Rock!)
 - Prize drawings
 - Free food (meal days, food trucks) in the Team Dining Room
 - Trivia contests with prizes
 - Pop-up shops (Team Members can buy items with credits received for required trainings, etc.)
 - Department appreciation events
- Rocker & Producer of the month

1ST OF THE MONTH FOLLOWING 90 DAYS OF EMPLOYMENT:

- 401(K) with FIDELITY
 - Company Match is 100% up to 3%, then 50% for the next 2%
- Employee Stock Purchase Plan (ESPP)
 - Company's common stock can be purchased at a 15% discount

1ST OF THE MONTH FOLLOWING 30 DAYS OF EMPLOYMENT FOR FULL-TIME:

- Medical, Dental and Vision Insurance
- Paid Time Off – accrues every pay period, starting from hire date
- Company-Paid Basic Life & AD&D Insurance, Short Term Disability
- Additional voluntary life insurance and supplemental coverage option for Team Members, spouse and/or children provided by Voya
- Additional benefits available to Management positions, including company-paid Short-Term and Long-Term Disability