



# EMPLOYEE BENEFITS

## Healthcare

- Eligible after six months of employment and must average 30 hours a week
- Choose from four different plans (1,2,3 or 4)
- Choose from employee only, employee + spouse/Children or Family
- Option to add dental and or vision
- Prescription program through Express-Scripts
- Mental Health and Substance Use Disorder benefits
- Employee Assistance Program (EAP)
- Reimbursement Assistance Program (RAP) option
- Doctor on Demand- telehealth and telemental health services. This is a FREE benefit for all employees, download the Doctor on Demand app you get 10 free visits per person for you and your family

## Archways to Opportunity

- Get up to \$2500 in tuition assistance for college, high school diploma or English language classes
- Must be employed for at least 90 days and average 15 hours a week
- [www.archwaystoopportunity.com](http://www.archwaystoopportunity.com)

## Paid Time Off (PTO)

- All current hourly employees are eligible for PTO.
- You will begin to accrue PTO immediately and will be eligible to use it after 90 days of employment.

## NEXT App

- Pick up shifts
- View your schedule
- Communicate with co-workers to help cover your shift

## Premium Pay for Crew

- \$2 more an hour
- Must maintain a performance review rating of 3.2 or higher
- Must work a minimum 32 hours a week, meet schedule requirements, be 16 years of age or older and sign a contract

## Refer a Friend program

- This is a rotational benefit and will be offered periodically
- When active, this program gives the chance for a bonus per person that is hired that you have referred to us

## Employee of the Month/Year/Organization

- Month- receive \$25
- Year- receive a plaque, custom name tag, custom shirt, and cash
- Organization- receive the perks of the employee of the year along with dinner with Wendy, extra cash, congratulations video from the team, framed nomination letter

## Monthly Treat Day/event day

- Fun treats such as brownie sundae day
- Monthly event such as silly hat day

## Food discounts

- Free food on your break
- Download the app for additional discounts, free food and other perks

## MCD Perks

- Discounts at numerous retailers
- [www.mcdperks.com](http://www.mcdperks.com)