



# EMPLOYEE BENEFITS

## Healthcare

- Split cost between employee and employer
  - Eligible after one year 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
  - Option to add vision
  - Prescription program through Express-Scripts
  - Mental Health and Substance Use Disorder benefits
  - Employee Assistance Program (EAP)
  - Reimbursement Assistance Program (RAP) option
  - [www.mymcbenefits.com](http://www.mymcbenefits.com)
  - 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
- [Online Doctors Available 24/7 Start a Telehealth Visit - Doctor On Demand](#)

## 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

## Emergency Day Care

- Trial for 2022
- Limited free back-up day care

## 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

- Earn up to extra money when you refer a friend
- Your friend must stay employed and meet certain standard to remain eligible
- See a salary manager for more details

## 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