



# Part-Time Benefits Summary

## Financial Security



### 403(b) Plan

(For eligible team members who average 20 hours/week)

Immediate eligibility to defer up to the 2023 contribution limits: \$22,500 (age 49 and below) and \$27,000 (age 50 and above) of your gross wages.

Eligible for employer match and employer discretionary contribution after completion of 1,000 hours of service after entry date; entry dates are the earlier of January 1 or July 1 after completing 12 months and 1,000 hours of service.

Employer matches 100% of team member deferral up to \$500, plus 50% up to 6% of team member wages deferred that are in excess of \$500.

You are always 100% vested in any wages you defer. Employer matching and discretionary contributions are subject to a seven year vesting schedule.



## Health and Fitness

\$10 monthly allowance for those who wish to take advantage of health clubs, fitness centers, health and fitness related memberships, subscriptions, and class packages.

Eligible part-time team members will have completed 1000 hours of service in the last calendar year.



## Complimentary Tickets

To Honeywell and WVMA sponsored theater programs, as well as limited partner venue opportunities per calendar year.

Part-time team members who have worked:

- 1000 plus hours in the previous calendar year may receive six (6) tickets per calendar year.
- 500-999 hours in the previous calendar year may receive four (4) tickets per calendar year.
- 0-499 hours in the previous calendar year may receive two (2) tickets per calendar year

## And More



### Part-time Paid Time Off

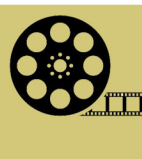
Eligible part-time team members will have averaged a minimum of 15 hours per week during the past fiscal year. Any individual with a full year of service will receive the full benefit, while those working 6 months up to the year threshold will receive a prorated amount at half of the PTO listed in the chart below.

Average hours past fiscal year	Earned PTO next calendar year
15 hour - 19 hour average	32 hours
20 hour - 24 hour average	40 hours
25+ hour average	48 hours



## Restaurant Discount

50% discount for employees dining in Eugenia's Restaurant.



## Complimentary Movie Admittance

To Eagles Theatre and 13/24 Drive In film presentations.



### **Complimentary Facility Use**

Room rental fees may be waived at various properties.



### **Recognition Programs**

Spotlight on Values program highlights team member accomplishments and appreciation.



### **Training & Development**

Individual Development Plans.



### **Team Appreciation Events and Family Friendly Events**