



Part-Time Benefits Summary

Financial Security



403(b) Plan

For eligible team members who average 20 hours per week

Immediate eligibility to defer up to the 2025 contribution limit of \$23,500. Ages 50-59 and 64+ at the end of the calendar year can make catch-up contributions of \$7,500 in 2025, raising the employee contribution limit to \$31,000; ages 60-63 at the end of the calendar year can make catch-up contributions of \$11,250 in 2025, raising the employee contribution limit to \$34,750.

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.

And More

Part-time Paid Time Off

Part-time team members who average a minimum of 15 hours per week during that fiscal year are eligible. 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 - 19 hour average	32 hours
20 - 24 hour average	40 hours
25+ hour average	48 hours

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.

Part-time team members who have completed 1000 hours of service in the last calendar year are eligible.

Complimentary Tickets



Available each calendar year for Honeywell Center and Eagles Theatre live shows, and select opportunities at partner venues.

Part-time team members who have worked:

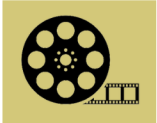
- 1000+ hours in the previous calendar year may receive six (6) tickets per calendar year.
- 500-999 hours in the previous calendar year may receive four (4) tickets per calendar year.
- 0-499 hours in the previous calendar year may receive two (2) tickets per calendar year.

Continued...



Restaurant Discount

50% discount for team members dining in Eugenia's Restaurant.



Complimentary Movie Admittance

To Eagles Theatre and 13-24 Drive In movies for team members.



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