



## THE BEACH CLUB - EMPLOYEE BENEFITS

Employees who work a minimum of 30 hours weekly are considered full-time and are eligible for The Beach Club (TBC) provided employee benefits. Benefits are available after 90-days of continuous work.

➤ **Health Insurance (*The Beach Club generously covers approx. 80% of premium!*)**

The Beach Club offers coverage for EE, EE +1 dependent, and family.

- Medical – Anthem Blue Cross HMO
- Dental – Anthem Blue Cross HMO or PPO options
- Vision – Anthem Blue Cross Blue View
- Life and AD&D Insurance – Anthem Blue Cross tiers available
- Employee Assistance Program (EAP) Program with Anthem Blue Cross at no charge

➤ **Time off:**

- Vacation, per tenure
  - 1 year = 40 hours
  - 2 year = 80 hours
  - 7 years = 120 hours
  - 15 years = 160 hours
- Paid Time off – up to 24 hours annually, per accrual
- Sick pay – up to 72 hours annually, per accrual
- Birthday – 8 hours paid at hourly rate
- Work anniversary – 8 hours paid at hourly rate

➤ **Retirement - 401k plans:**

- 6% match contribution
- 3% Safe Harbor labor contribution

➤ **Fringe Benefits:**

- Healthy, delicious meals provided at no charge to employees
- Birthday Celebrations, with cake and gift cards for employees
- Employee Recognition Programs: Employee of the Month, Milestones, Rising Star
- Free parking or reimbursement
- Free uniforms, depending on the position
- Annual Employee (& Family) Appreciation Beach Day with gift bags
- Annual Winter Holiday Discretionary Bonus, variable and not guaranteed
- Continuous training programs and opportunities for advancement
- Employee Referral Bonus program
- Discounts on The Beach Club Merchandise