



BENEFITS WITH TAX IMPLICATIONS FOR THE US STATES

BENEFITS* WITH TAX IMPLICATIONS	NON-MANAGEMENT POSITIONS <i>(Cook, Shift Leader, Counter Help & Kitchen Help)</i>	MANAGEMENT POSITIONS <i>(Store Manager, Assistant Manager)</i>
MEDICAL INSURANCE	Yes	Yes
DENTAL INSURANCE	Yes	Yes
VISION INSURANCE	Yes	Yes
PAID HOLIDAYS	No	Yes (Store Manager Only)
VACATION	Yes	No
PAID TIME OFF (PTO)	No	Yes
SICK TIME	Yes	No
401 (K)	Yes	Yes
401 (K) MATCH	Yes	Yes
VOLUNTARY SHORT-TERM DISABILITY INSURANCE	Yes	Yes
BEREAVEMENT/FUNERAL LEAVE	Yes	Yes
HEALTH CARE AND DEPENDENT CARE FLEXIBLE SPENDING ACCOUNT (TAX SAVING BENEFIT)	Yes	Yes
LEAVE SHARE PROGRAM	Yes	Yes
LONG TERM DISABILITY	No	Yes
BASIC LIFE AND AD&D	No	Yes
VOLUNTARY LIFE INSURANCE	No	Yes
AFLAC PERSONAL CANCER INDEMNITY	Yes	Yes
BONUS OPPORTUNITIES	Yes (Referral)	Yes

*Candidates must meet, and continue to meet if employed, eligibility requirements for each benefit to qualify.



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• WASHINGTON •

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MEDICAL INSURANCE	Yes	Yes
DENTAL INSURANCE	Yes	Yes
VISION INSURANCE	Yes	Yes
PAID HOLIDAYS	No	Yes - 2 days (Store Manager Only)
VACATION	Yes - 0.62 x All Hours Worked per Pay Period/80--Up to 16 hrs/year; 120 hour max; Must work over at least 60 hours per pay period (30 hours a week) to accrue	No
PAID TIME OFF (PTO)	No	Yes Store Manager - 3.85/pay period or Total Hours Worked/30 (whichever is greater); 240 hour max (or 300 if >10 years of service) Assistant Manager - 3.08/pay period or Total Hours Worked/30 (whichever is greater); 240 hour max
SICK TIME	Yes	No
401 (K)	Yes	Yes
401 (K) MATCH	Yes	Yes
VOLUNTARY SHORT-TERM DISABILITY INSURANCE	Yes	Yes
BEREAVEMENT/FUNERAL LEAVE	Yes	Yes
HEALTH CARE AND DEPENDENT CARE FLEXIBLE SPENDING ACCOUNT (TAX SAVING BENEFIT)	Yes	Yes
LEAVE SHARE PROGRAM	Yes	Yes
LONG TERM DISABILITY	No	Yes
BASIC LIFE AND AD&D	No	Yes
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