



BENEFITS WITH TAX IMPLICATIONS FOR THE US STATES

• COLORADO •

| BENEFITS* WITH TAX IMPLICATIONS | NON-MANAGEMENT POSITIONS <i>(Cook, Shift Leader, Service & Kitchen Team)</i> | MANAGEMENT POSITIONS <i>(General Manager, Assistant Manager)</i> |
|---|---|---|
| MEDICAL INSURANCE | Yes | Yes |
| DENTAL INSURANCE | Yes | Yes |
| VISION INSURANCE | Yes | Yes |
| PAID HOLIDAYS | No | Yes (General 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.