

Highlighted Benefits

As a people-first company, we take compensation and benefits seriously. If you are a regular, full-time employee who works 30 or more hours per week, you are eligible to enroll in Deli Star's generous benefits.

Paid Time Off (PTO) As a family-owned company, Deli Star believes in the importance of work-life balance. New employees receive fifteen (15) days of Paid Time Off (PTO) earned on an accrual basis. Full PTO policy is available upon request.

Company-Paid Holidays Just as PTO is important, allowing for family time on holidays is something we prioritize by offering company-paid holidays. These include: New Year's Day, MLK Day, Good Friday, Memorial Day, Independence Day, Labor Day, Veterans Day, Thanksgiving Day, Fallen Stars Memorial Day (Friday after Thanksgiving), Christmas Eve, and Christmas.

401(k) Plan Deli Star strives to support your long-term financial goals by offering a competitive 401(k) plan. Deli Star matches 100% of the first 3% employee contribution, and 50% of the next 2%. Employees are eligible after 90 days of employment.

Health & Welfare Benefits Deli Star values the health and well-being of our employees. We are proud to offer a competitive, cost-effective benefits program that provides you and your family with quality care. You are eligible after 30 days of employment. Deli Star covers 65% of the cost of health insurance premiums. Health and welfare benefits offered include health, dental & vision coverage, as well as life insurance and short-term disability.

Tuition Reimbursement As a company committed to personal and professional growth of our employees, Deli Star offers up to \$5,000 tuition reimbursement per calendar year. A full tuition reimbursement policy is available upon request.

Cell Phone Stipend Because we value the loyalty, dedication, and hard work of our employees, and know that they often rely on their cell phone for work-related matters, approved staff may receive a company issued cell phone or receive a monthly cell phone stipend of \$50.00.

Employee Apparel Program We love when our employees show company pride and sport Deli Star attire! So much so that we offer employees great products on our dime! The Deli Star Apparel program is available to all full-time employees on a yearly schedule. Each year, we provide a catalog and order form for employees to order products and sizes they want.

People-First Programs & Events: Though we take our work seriously, we like to have fun. Deli Star hosts many great events throughout the year, including culinary events, 5Ks, and opportunities to volunteer time in the community. Our employees look forward to Deli Star's landmark event each year - Faye Fest Food & Music Festival - an all-day FREE admission, food and music festival bringing community awareness on food sustainability while benefitting charity. No matter what the event, these programs center on employee happiness and our gratitude for the team.

Other Uniquely Deli Star Benefits Deli Star is always looking to enhance employee experience. Outside of benefits highlighted above, we also provide other exciting programs including employee donation program, employee appreciation events, and spot bonuses. Our beautiful Fayetteville campus is home to our Simple Promise Garden and walking trails, all designed with our employees' health and wellness in-mind.

Benefits are regularly evaluated and subject to change.

THE SCIENCE OF FRESH IDEAS