

## 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 hourly employees receive fifteen (15) days of Paid Time Off (PTO) earned on an accrual basis. New salary employees are eligible for our unlimited PTO policy. 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, Juneteenth, Independence Day, Labor Day, Veterans Day, Thanksgiving Day, Fallen Stars Memorial Day (Friday after Thanksgiving), Christmas Eve, and Christmas.

**401(k) & Roth-401(k) Plan** Deli Star strives to support your long-term financial goals by offering a competitive 401(k) and Roth-401(k) plan. Deli Star matches 100% of the first 3% employee contribution, and 50% of the next 2%.

**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. Deli Star covers 70% of the cost of health insurance premiums for employees and 55% of the health insurance premiums for dependents. 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.

**Parental Leave** Deli Star is all about the people and our parental leave program gives parents additional flexibility and time to bond with their new child and adjust to their new family situation. Flexibility and family-friendly policies are essential to cultivating an atmosphere where employees can thrive professionally without sacrificing essential family obligations. Full Parental Leave Policy available upon request.

YOUR  
**PROTEIN INGREDIENT PARTNER**