

DELI STAR

Highlighted Benefits

As a people-first company, Deli Star has a true passion for employee compensation and benefits. We believe that if we provide benefits that boost an employee's overall wellbeing, we are a better organization as a whole. 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.

Time Away: As a family-owned company, Deli Star believes in the importance of Recharging. Having time away from work allows you to rest and take care of yourself, which is key to your health. We support your time away through:

Paid Time Off (PTO): New hourly employees receive fifteen (15) days of Paid Time Off earned on an accrual basis. New salaried employees are eligible for our flexible PTO policy.

Sabbatical Program: After you have been employed with Deli Star for 5 years, you are eligible for a 6-week paid sabbatical. During this time, we hope that you will travel, volunteer, try a new hobby, or do nothing! This is your time to use as you see fit, because you have earned it.

Company-Paid Holidays: Just as PTO is important, allowing for family time 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 (The Friday after Thanksgiving), Christmas Eve, and Christmas Day.

401(k) and Roth-401(k) Plan: Deli Star strives to support your long-term financial goals by offering competitive 401(k) and Roth-401(k) plans. Deli Star matches 100% of the first 3% employee contribution, and 50% of the next 2%. You will have a fully vested and nonforfeitable interest in your Elective Deferral Account, Rollover Contribution Account, and Safe Harbor Matching Contribution Account.

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Health & Wellbeing Benefits: Deli Star values the health and wellbeing of our employees. We are proud to offer a competitive, cost-effective benefits program that provides you and your family with quality care. Benefits are effective on your first day of employment. Deli Star covers a portion of the cost of health insurance premiums for employees and a portion of premiums for dependents. Health and welfare benefits include health, dental & vision coverage, short-term disability, and company paid life insurance.

Samata Health: To support mental health, employees have access to 12 free therapy sessions with any of the expert, licensed therapists on the Samata Health platform.

Voluntary Short-term Disability (STD): Disability insurance provides benefits that replace part of your lost income when you are unable to work due to a non-work-related covered injury or illness. Our STD plan is an elective benefit that provides 60% of weekly salary (maximums are listed in plan documents). The benefit period is up to 26-weeks.

Long-term Disability (LTD): Deli Star is proud to provide to all full-time benefit eligible employees Long Term Disability. This 100% company-paid benefit allows us to provide assistance for our employees in times of the most need. Long Term Disability provides income for disabled workers until retirement or a specified age; however, payments usually are offset by Social Security and other sources of disability income. If for some reason an employee becomes unable to work / disabled they are able to apply for this program and receive up to 60% of their pay until they are no longer disabled or until social security age.

Life Insurance: Our life insurance and AD&D coverage pays out \$25,000 and is 100% company paid.

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Growth & Learning:

Learning Stipend: As a company committed to personal and professional development, Deli Star offers up to \$5,200 to be used to excel your growth. This can be used for classes, degree programs, conferences, or certifications. We believe that education fuels innovation.

Deli Star Scholarship: We are committed to our innovation efforts and are happy to offer one annual 100% employer paid scholarship. Those awarded the scholarship must be pursuing a degree in food science.

Deli Star University (DSU): Deli Star supports employee development through coaching programs, technical education, leadership training, Personal Growth Plans, book clubs, industry events, and on the job learning. Some of these programs are offered internally, while others may be external. Through DSU, we support each employee and their individual growth journey.

DSU is our unique learning program, offering professional development in three tracks: technical training, leadership development, and wellbeing. Employees can participate in coaching, personal growth plans, book clubs, industry events and on-the-job learning. We are pleased to offer both internal and partner-facilitated sessions through DSU.

Working Family Support: We know that being a working parent comes with its own challenges. Ensuring that we have support and resources in place is meaningful to us all.

Parental Leave: Deli Star's 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. Employees are offered 8-weeks paid leave for birth/adoption.

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Work From Anywhere: We are a company fueled by innovation. This requires a presence in the building consistently. We also recognize that sometimes innovation happens outside of our four walls. Eligible employees are able to participate in our hybrid work program which allows for up to 2-days a week remote work. Based on their team and workload, this option allows for life and wellbeing to happen.

Loans: To help employees who may experience a financial emergency, Deli Star offers loans to employees with one year of tenure. These loans have no interest and are paid back through payroll deductions over a course of time.

Celebrate!: We are inspired by the uniqueness and value that each of our employees bring to work each and every day. We honor and celebrate one another in formal and informal ways.

Celebrate! Program: We encourage employees to fill out Celebrate! cards to recognize the amazing work of a peer or thank someone for their support. These cards are hung proudly to honor, share, and celebrate each other. Each month a card is drawn and both the recipient and acknowledger are recognized.

Cultivate Hours: Once a month, we set aside time to connect and build relationships with others. We celebrate national food holidays, enjoy local craft beers or kombucha, share wellbeing tips, and enjoy spending time together.

Dress Code: We are a casual environment and so is our attire. From time to time, we may have visitors onsite in which case an advance request to adjust in dress code may occur.

Phone Reimbursement: Eligible employees are able to submit \$50 a month in reimbursements to be used toward your phone bill. This benefit is role specific. Reach out to the People & Culture team to see if your role is eligible.

