

## **Dara's Pay Benefits**

### **Holiday Pay**

Employees working 4<sup>th</sup> of July, Thanksgiving Day, Christmas Day and News Years Day will receive pay at 1-1/2 times their regular hourly pay. Employees will receive \$1.00 more per hour for Memorial Day and Labor Day

### **Weekend Pay**

We will pay a \$1.00/hour shift differential for CSR, Food and Deli working weekends.

### **Funeral Pay/Bereavement**

Employees will receive up to three days bereavement pay for immediate family only. (Mother, Mother-in-Law, Father, Father-in-Law, Brothers, Sisters, and Grandparents, Bio, Step, Foster and Adopted)  
Funeral pay will be for three regular scheduled shifts if they fall during the three days allotted for travel time and the funeral. Time off without pay will be permitted for employee attendance at the funeral of a relative not considered immediate family under this policy. Employees must provide a card from the funeral attended.

### **Paid Time Off**

Following one full year of employment with the company, Dara's non-exempt employees who work an average of **35 hours per week\*** are eligible for Paid Time Off (PTO) to be used for rest and recreation and for personal and emergency purposes. Employees must use PTO during the year immediately following eligibility for the PTO. Employees are not allowed to carry over PTO from one year to the next. PTO hours earned will be based on average hours worked per week. Eligible employees receive PTO based on length of service and average weekly hours as follows:

1 Year from eligibility date.....	1 Week Avg Hours
2 Years from eligibility date.....	2 Weeks Avg Hours
5 Years from eligibility date.....	3 Weeks Avg Hours
10 Years from eligibility date.....	4 Weeks Avg Hours

### **Employee Bonuses**

Dara's employees are eligible for the following bonuses:

Holiday Bonus - pay based on position and length of employment

Referral Bonus - \$60.00 for each referred employee payable in two payments: \$20.00 after 2 months of employment, \$40.00 after 6 months of employment.