

# DOS TOROS PERKS

Dos Toros offers amazing benefits that make working here more than just a job. Plus, we've got some cool incentives too. Total Care, our benefits program, offers unique perks that go beyond your basic medical and dental coverage. When you join the Dos Toros community, you'll receive benefits that focus on both wellness and your wellbeing. Review the highlights below to see all that is in store as a new member of the team!

## PAID TIME OFF

All newly hired managers will receive between 15 - 17 days of PTO. After three years, depending on your position, you will receive 22 days and after five years you'll receive 25 days (5 full weeks) of paid time off to use when you are sick, going on vacation, or just need a break.

## BONDING TIME FOR NEW PARENTS

100% paid maternity leave for birth moms and 3 weeks of paid parental leave for new birth dads and adoptive parents.

## HIGH-QUALITY MEDICAL, DENTAL & VISION COVERAGE

**MEDICAL** - There are five (5) medical plan options available to all benefit-eligible employees and managers. Each plan is different and provides various options to meet a variety of needs. We cover both manager and dependent premiums with several affordable options. As a preview to our offerings, we have provided the below high-level summary.

- Bronze - high deductible health plan with low payroll contributions suitable for managers who only need medical coverage for emergencies and preventative care.
- Bronze Plus (with Garner) - low payroll contributions with a Health Reimbursement Plan that pays up to \$5,000/\$10,000 for out of pocket costs when visiting in-network providers.
- Silver - \$2,500 deductible with in-network coverage.
- Gold - premium \$0 deductible and coinsurance plan offering in-network coverage only.
- Platinum - Our most premium plan offering both in & out- of network coverage with a \$0 deductible and coinsurance for in-network providers.

**DENTAL** - We offer three dental plans—Low, Medium, and High. Paycheck deductions are as low as \$5 a month for employee-only coverage and we contribute towards your dependents' coverage as well!

## EMPLOYEE ASSISTANCE PROGRAM (EAP)

Life happens. And sometimes we all can use a little help navigating personal / professional issues or stressful situations. With the EAP benefit, you and your family can take advantage of free and confidential short-term counseling, legal advice, and financial services.

## **LIFE & DISABILITY INSURANCE**

Dos Toros offers 100% company-paid short term disability for all managers. Our AGMs and General Managers also receive 100% company-paid Long Term Disability and Life Insurance coverage.

## **ACCIDENT & CRITICAL ILLNESS COVERAGE**

Whether it's a slip, fall, or any unforeseen accident, accident coverage helps offset medical expenses that may not be fully covered by your regular health insurance.

On the other hand, critical illness coverage is specifically tailored to assist you if you were to face a severe health condition such as cancer, heart attack, or stroke. It provides a lump-sum payment to help with medical costs, ongoing treatments, or any other expenses that may arise during a critical illness.

Both coverages aim to ease the financial burden that can come with unexpected health challenges. They provide you and your loved ones with an added layer of protection, ensuring you can focus on recovery without worrying about the associated costs.

## **COMMUTER BENEFITS, FLEXIBLE SPENDING AND DEPENDENT CARE**

Taking public transportation or using street parking for work? Have a child in daycare or an afterschool program? Have routine medical prescriptions? Then let our pre-tax benefit offerings help you save money on expenses you would normally incur.

## **CLASSPASS FITNESS & WELLNESS MEMBERSHIP**

ClassPass is a new kind of fitness membership that grants you access to thousands of different classes at studios and gyms in your city and around the world. All managers are eligible for a \$20 stipend per month that gets you credits to take in-studio fitness classes, digital workouts, and wellness appointments like massages, facials, and guided meditation.

## **FREE SHIFT MEAL & DINING DISCOUNTS**

Meals are on us. Get a free meal each shift.

## **UNLIMITED THERAPY & MENTAL HEALTH SUPPORT WITH HEALTHJOY**

Healthjoy is a free of charge app that helps you become smarter about our healthcare. You can navigate all insurance plans in one place, get access to free telehealth appointments, unlimited virtual therapy, and a personal concierge to help book appointments, verify invoices, and more!

## **OMADA WELLNESS TOOLS BY CIGNA**

Omada is a digital lifestyle change program that connects the dots between knowing how to get healthy and actually doing it. You'll get personalized wellness coaching and tools to help you lose weight and reduce the risk of type two diabetes and heart disease.

## **PET INSURANCE**

Nationwide pet insurance helps you cover veterinary expenses so you can provide your pets with the best care possible—without worrying about the cost. You'll receive preferred pricing and benefits like lost pet advertising, emergency boarding and more.

## **CORE GRANTS FOR FAMILIES IN CRISIS**

You and your family have access to CORE grants, which provide financial support for families facing a health crisis, injury, death, or natural disaster. A CORE grant may cover rent/mortgage, utilities, prescription drugs, medical equipment, therapies, basic necessities, and more.

## **PERKSPOT PERSONALIZED DISCOUNTS**

Personalized discounts and rewards just for you. With PerkSpot you see discounts on travel, cell phones and plans with Verizon & AT&T, home goods, mortgages, and all of the other little - and big- things that will make life a bit easier.

## **IDSHIELD IDENTITY PROTECTION PLAN**

Safeguarding your identity has never been more important. IDShield is a comprehensive identity protection plan. Let them monitor your personal data and prevent you from becoming a victim.

## **ANY QUESTIONS?**

Happy to help. Email us at [hr@dostoros.com](mailto:hr@dostoros.com)