

RESTAURANT ASSOCIATES

HOURLY:

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| Vacation Full-time only | 1 st year up to 40 hours |
| Sick Days Full-time only <i>In locations with legally required paid sick time, the Company will provide paid sick time benefits in accordance with applicable law in lieu of the amount listed.</i> | Up to 3 paid sick days per calendar year |
| Holidays Full-time only | Up to 11 paid holiday days per calendar year |

SALARIED NON-EXEMPT:

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| Vacation (Grades 14 and below) Full-time only | 1 st year up to 10 days |
| (Grades 15 and above) Full-time only | 1 st year up to 15 days |
| Sick Days Full-time only <i>In locations with legally required paid sick time, the Company will provide paid sick time benefits in accordance with applicable law in lieu of the amount listed.</i> | Up to 6 paid sick days per year |
| Personal Days Full-time only | Up to 2 personal days per year |
| Holidays Full-time only | Up to 13 paid holiday days per calendar year |

SALARIED EXEMPT:

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| Vacation (Grades 14 and below) Full-time only | 1 st year up to 10 days |
| (Grades 15 and above) Full-time only | 1 st year up to 15 days |
| Sick Days Full-time Only <i>In locations with legally required paid sick time, the Company will provide paid sick time benefits in accordance with applicable law in lieu of the amount listed.</i> | Up to 6 paid sick days per year |
| Personal Days (after 90 days of employment) Full-time Only | Up to 2 personal days per year |
| Holidays Full-time only | Up to 13 paid holiday days per calendar year |

*This information is subject to change. If there is a conflict between the amounts listed and the company policy, the company policy will prevail.