

## EMPLOYEE BENEFITS



<b>MEDICAL, DENTAL, &amp; VISION</b>	Eligible full-time employees and their families (spouse, domestic partner, and children up to age 26) may participate in the health benefit program.
<b>PAID TIME OFF</b>	To support a healthy work-life balance for eligible full-time employees.
<b>HOLIDAYS</b>	All Rocket Farm Restaurants are closed on New Year's Day, Memorial Day, Juneteenth, July 4th, Labor Day, Thanksgiving, Christmas Eve, and Christmas Day to allow our employees to spend time with family, friends, and loved ones.
<b>FAMILY LEAVE</b>	Paid Childbirth Recovery Leave and Parental Leave are available for eligible full-time employees.
<b>BONUS</b>	All salaried team members participate in a generous quarterly bonus program.
<b>RETIREMENT</b>	Significant Long Term Retention bonuses for all salaried team members — the bonus potential scales with your salary as you grow with our company.
<b>EMPLOYEE DISCOUNTS</b>	We encourage employees to enjoy all that Rocket Farm Restaurants has to offer! Bring your friends and family to most Rocket Farm Restaurants at a generous discounted rate.
<b>ROCKET FARM UNIVERSITY</b>	Over 50% of our upper level management has been promoted from lower positions within the organization as a result of Rocket Farm University. We offer specialized leadership classes and personalized support for career advancement that teach employees how to grow and succeed both within our organization and the industry as a whole.

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### SCHOLARSHIPS

Scholarship awards are available to eligible employees attending undergraduate or graduate study, or eligible certification at an accredited two- or four-year college, university, or vocational-technical school.

### HEALTH SAVINGS ACCOUNT

Rocket Farm Restaurants will contribute \$300-\$500 annually toward employees Health Savings Account. These funds may be used to pay or reimburse eligible medical, dental and vision expenses.

### EMPLOYEE ASSISTANCE

Rocket Farm Restaurants offers an employee assistance program for personal and/or work-related challenges that may impact job performance, health, mental, and emotional well-being, free of charge.

### MENTORSHIP PROGRAMS

To foster a supportive culture and ethical work environment, employee-led mentorship programs are offered through Rocket Farm Restaurants, as well as an Employee Advisory Council and Safety Committee.