



BAGEL WORKS, INC  
d/b/a THE WORKS BAKERY CAFÉ - d/b/a THE WORKS

## BENEFIT VALUE SHEET

**Health Benefits** - Any staff member who works more than 30 hours/week and has been with the company for 2 months is eligible for health, dental, vision and life insurance. Call the office for employee contribution portions.

**\$10,000.00 Insurance Policy** - If you participate in the Health Insurance Benefit, you are automatically covered for Long Term Disability & Life Insurance, which is paid 100% by the company.

**IRA** - Is a long term saving vehicle. Call the office for details.

**Staff Discounts**- Staff members receive 50% off all sandwiches, select beverages, baked goods and accompaniments. Coffee and tea is FREE. Bulk cream cheese, salmon, coffee beans, newspapers and Odwalla juices are at retail.

**Vacation Time** - Vacation time is available to staff working 30 hours/week or more and is based on your length of employment for a maximum of 3 weeks per year. Unused time of 40hrs or less will rollover to the next year.

**W.I.T.S.** - (Well I Thought of Something!) The Works will pay out \$25.00 to staff members for their bright ideas if they are adapted into the store structure. Each idea submitted is worth a certificate for a free lunch.

**Bounty Hunting** - Referring a candidate for employment can mean extra money - up to \$150 for new staff members and up to \$300 for management candidates. See the bounty form for complete details.

**Entertainment Budget** - Each store has \$520.00 for staff activities per year. Some group events that have happened are BBQ's, miniature golf & holiday parties. Staff is encouraged to brainstorm events that everyone will enjoy.

**Volunteer Time** - Time is money! Each staff member can be paid up to 20 hours per year for time spent at a local not-for-profit organization.

**Loan Policy** - Need a short term, interest free loan? See a manager for details and eligibility. Limit 2 per year.

**Direct Deposit** - An easy and convenient way to get your money to the bank. See a manager for an application and/or details.

**Performance Gainshare** - 50% of any increase over budgeted Sales and any savings of budgeted COGS, Variable & Payroll

**WOW Chips** - Staff members who are recognized for outstanding performance by their managers will receive a WOW chip good for a free lunch (sandwich, beverage and chips or dessert).