

BAGEL WORKS BENEFIT VALUE SHEET Revised: 3/07

This sheet gives you a brief look at the many benefits that Bagel Works offers its staff members and replaces any policies listed in the employee policy manual.

All Staff:

Health Benefits - Any staff member who works more than 35 hours/week and has been with the company for 6 months (Managers and Assistant Managers for one month) is eligible for health, dental and life insurance. Call the office for employee contribution portions.

IRA - Long term saving vehicle. Must be with company for 1 year and 21 or older.

Staff Discounts- Staff members receive 50% off all sandwiches, select beverages, baked goods and accompaniments. Coffee and tea is FREE with your own re-usable mug otherwise 50% off. Bulk cc, salmon, coffee beans, newspapers and Samantha juices are at retail.

Vacation Time - Vacation time is based on your length of employment for a maximum of 4 weeks per year. Vacation time is offered to all staff averaging 30 hours or more on Jan 1st of each year. The 1st year = average weekly hours; 2nd year = average weekly hours x 2; 3rd & 4th year = average weekly hours x 3; 5 or more years = average weekly hours x 4.

W.I.T.S. - (Well I Thought of Something!) Bagel 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 big money. Up to \$150.00 for new full time 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's are 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 loans 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.

Management Only:

Management Incentive - Up to \$3,000 per store per year is available for bonus pay for the management team based upon beating target. Plus a dream bonus of 15% of positive year over prior year net income before overhead.

Staff Only:

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. The staff member can accumulate chips.