

Burrachos

Employee Benefit Summary

MEDICAL INSURANCE

- This benefit is available for all active full-time employees the first of the month following 60 days of eligibility.
- The company pays 75% of the premium and the employee pays 25%. Employees have the opportunity to elect one of the three following health options.
 - Employee only coverage
 - Employee plus one (spouse or child) coverage
 - Family coverage
- The insurance carrier is Health Traditions/Mayo Health Systems in Onalaska and Menomonie and WPS in Marshfield.
- This plan is an HMO. No out of network services are available.

Benefit Highlights	
Deductible	\$500 per individual /\$1,000 family maximum
Coinsurance	80% / 20%
Emergency Copay	\$100 per visit
Office Visit	Subject to deductibles and coinsurance
Prescription Medications	<ul style="list-style-type: none"> ▪ \$5 Generic ▪ \$25 Formulary ▪ \$50 Brand Name

BASIC LIFE

- A benefit of \$25,000 is provided to all active full-time employees the first of the month following 60 days of eligibility.
- The Company pays 100% of the premium.
- The Insurance carrier is Anthem Life/United Wisconsin Group.
- To enroll, an employee must complete an individual application form.

Direct Deposit

- This benefit is available for all employees.
- To enroll in this benefit, complete a Direct Deposit Enrollment form.

Holiday Pay*

Burrachos recognizes the following days as holidays:

- New Year's Day
- Easter (Closed)
- Memorial Day
- Independence Day
- Labor Day
- Thanksgiving Day (Closed)
- Christmas Day (Closed)

Full & Part-Time Employees (Team Members & Shift Managers)

Full and part time employees, who are required to work on a Company designated holiday, will receive 1½ times their regular rate of pay. If an employee is not required to work the holiday, this will be an unpaid day off unless the employee requests to use his/her available Paid Time Off benefit.

General Managers & Assistant Managers

Managers will be paid their normal salary and will be given the opportunity to have the holiday off with pay. If they are required to work on a designated holiday, they will be eligible to take off another day, without wage reduction, which has been mutually agreed upon with their immediate supervisor.

Paid Time Off (PTO)*

Paid time off (PTO) provides employees with the opportunity to receive pay while being off work due to a scheduled vacation, an illness for self or child, a doctor's appointment, personal business, school appointment, etc. Both full and part time employees are eligible for PTO benefits. The level of benefit available varies by position with the Company.

(See schedule below.) Employees who are paid on a salaried basis must take their PTO time in half-day or full-day increments. Employees who are paid on an hourly basis may use their PTO time in 15-minute increments.

➤ **Management Employee PTO Schedule (General Manager & Assistant Manager)**

A manager or assistant manager's PTO benefits will accrue each pay period, beginning with the employee's first payroll check, to a total of 96 hours (12 days) at the completion of 1 year of service.

➤ **Full Time Employee PTO Schedule (Includes Shift Managers)**

A full time employee's PTO benefits will accrue each pay period, beginning with the employee's first payroll check, to a total of 56 hours (7 days) at the completion of 1 year of service.

➤ **Part Time Employee PTO Schedule**

A part time employee's PTO benefits will accrue each pay period, beginning with the employee's first payroll check, to a total of 20 hours at the completion of 1 year of service.

401k Plan

- Eligible co-workers are those who have one or more years of service, work 1,000 hours in the plan year and are 21 years of age. Entry dates are January 1 and July 1.
- To enroll in this benefit upon eligibility, complete a 401k-enrollment form and beneficiary designation form.
- The administrator of this plan is CPI Qualified Plan Consultants, Inc. of Great Bend, KS. Our financial advisor is Greg McKee from Merrill Lynch.
- Co-workers may contribute a minimum of 1% of compensation up to 50% of compensation (subject to annual legal dollar limit of \$12,000 for 2003).
- The Company will be matching 50% of the coworkers' deferrals up to 6% of compensation.
- All co-worker contributions are 100% vested immediately. All employer contributions are subject to a 5-year graduated vesting schedule (see below).
 - Year 1 = 20%
 - Year 2 = 40%
 - Year 3 = 60%
 - Year 4 = 80%
 - Year 5 = 100%
- Rollover contributions are permitted by co-workers.

Bereavement*

An employee may be eligible to receive up to a maximum of two (2) paid bereavement days to attend the funeral of an immediate family member or relative.

Immediate family members include: spouse; parent; child; brother; sister; mother-in-law; father-in-law; stepparent; stepchild, adopted or foster child; or other members living in the employee's household.

Other relatives include: grandparent; grandchild; brother-in-law; sister-in-law; uncle; aunt; nephew or niece.

Leave of Absence *

Burrachos provides for employee Leave of Absences for Military and Personal Leaves when necessary. Leave of Absence procedures and policies listed in the Burrachos Handbook must be followed.

Other Great Benefits *

- Meal Discount
- Free Fountain Drinks
- Flexible Schedules
- Bonus Programs
- Free Shirts, Caps & Aprons
- Regular Merit Increases
- Advancement Opportunities

* Note: Please refer to the Burrachos Employee Handbook for more specific information.

The benefits shown are a brief summary. Based upon the employee's benefit election, the employee will receive the appropriate summary plan documents that will provide complete benefit details.