



# UNCO

## RAISING THE BAR

We are seeking the most talented in the game. Starting with us means starting at a minimum of \$60K for all salary positions.

## RE-FUEL

We provide 100% off all food and non-alcoholic beverages to salaried team members at any UNCO location. This includes on-shift meals as well as dining in with friends and family members.

## HEALTH INSURANCE

All salaried team members are provided medical, dental and vision insurance, with free life insurance. There is also a clear path for full-time hourly eligibility.

## LIVING HG

Salaried team members are given \$500 annually to step outside of their comfort zone. Do something rad and tell us all about it, that's all we ask.

## FAMILY+ PLAN

The Family+ Plan provides all salaried team members with paid leave to care for their newborn, adopted or fostered child.

- **Less than 2-years of employment:**
  - 4 weeks paid leave for primary parent
- **2 or more years of employment:**
  - 6 weeks paid leave for primary parent
  - 2 weeks paid leave for secondary parent
  - \$1,000.00 net monthly for 12 months upon return to their full-time position for primary parent to assist with childcare expenses

## RE-CHARGE

Time away is necessary. We need you to travel, experience culture, and grow. You can't do that without time off. We offer the quickest path to 4-weeks off per year in the industry.

- **Within first year:**
  - 5 days of PTO from day one
  - 2 additional days of PTO after six months
- **Second year & after:**
  - 10 days of PTO after 1 year anniversary
  - 2 additional days of PTO per year with maximum of 20-days after seventh year

# THINK UNCONVENTIONALLY