

The Cove at Yarmouth
Benefit Summary

BENEFIT	DESCRIPTION	ELIGIBLE
Medical Insurance	Blue Cross Blue Shield of New England, Cost is shared by The Cove and employee	After 90 days of continuous employment who work a minimum of 30 hrs per week
Dental Insurance	Altus Dental	After 90 days of continuous employment who work a minimum of 30 hrs per week
Voluntary Benefits	Annual enrollments. See plan administrator for information.	Date of Hire
Holiday Pay	Time and 1/2 for each Resort recognized holiday. Employees must work the last scheduled workday before and the first scheduled workday after the holiday.	Date of Hire
Vacation Pay	Vacation Pay is available for all full-time employees (33-40 hours consecutively, per week). The vacation year is measured on an anniversary basis from date of hire.	After 12 months of continuous employment who work a minimum of 33 hrs per week
Sick Days	PT - earn 1 hour for every 30 hours worked. FT - 40 hours each January 1st. No more than 40 hours in 12 months	After 90 days of continuous employment
Employee Referrals	Employees who refer applicants who are then hired and are employed 90 consecutive days will receive a check in the amount of \$50.00.	After 90 days of continuous employment
Direct Deposit	Employees may set up direct deposit to one or both checking and savings account.	Immediately. Voided check and completed form.
Funeral Leave	Employees receive up to 3 days of paid leave due to the death of an immediate family member. See handbook for description of immediate family member.	Date of Hire
Tuition Reimbursement	Employees who wish to further their education relative to Resort/Hotel Management. (\$100.00) for each semester (15 weeks). Final grade of a B or above and/or grade pt. avg.3.0	After 90 days of continuous employment who work a minimum of 30 hrs per week
401(k) Employee Savings Plan	The Resort will match the employees contribution up to 3% of your income.	After 12 months of continuous employment and have earned no less than \$5000 in calendar yr.
Family and Medical Leave Act - FMLA	The Cove will grant a leave up to a total of 12 work weeks during any 12 month period to an eligible employee for reasons stated in the handbook	After 12 months and must work at least 1,250 hours during the 12 mo. period preceding leave
Day Use Privileges	Employees have use of the amenities provided the Resort is under 95% and used during non-working hours. Use of amenities is prohibited from June 10th - September 10th	After 90 days of continuous employment
Room Rates	Employees are able to rent rooms at a discounted rate for Family/Friends based on availability. Off season rate is 50.00 plus tax, in season rate is 95.00 plus tax per night.	After 90 days of continuous employment and subject to approval by employees manager
Jury Duty	Regular wages for 3 days. Thereafter difference between regular pay and jury duty pay for one week.	Date of Hire