

HEALTH INSURANCE

- Must be 18 years of age
- Must average 30 hours a week or more over the previous twelve months
- Eligible on the first of the month after 30 days or on the first of the month
- Three levels of coverage are available (see information on the TPI intranet for more specific details). TPI pays a portion of the premium cost for all levels: Choice, Standard, High Deductible with a Health Reimbursement Plan
- Includes a \$20k life insurance policy at no cost
- Supplemental Insurance:
 - ✓ Available for purchase through AFLAC
 - ✓ Provides supplemental coverage for critical illness, dental, vision, short term disability, hospital confinement, cancer, and life insurance.

TRAVEL DISCOUNTS

- Significantly discounted hotel rates at all TPI-owned hotels for all TPI associates
- Significantly discounted hotel rates at Hilton, Marriott, IHG and Best Western locations world-wide for associates who work at one of these specific brands

401K

- Must be 21 years of age and work a minimum of 1,000 hours over the previous twelve months
- After four full calendar quarters of employment
- Associates in pay class seven or higher are eligible immediately upon hire
- TPI will contribute 50 cents for each dollar contributed by the associate, up to 6% of the associate's earnings
- Vesting percentages are 20% after one year, 40% after two years, 60% after three years, 80% after four years and 100% after five years

HOLIDAY PAY

- Available to all non-tipped associates
- 1.5 times your regular pay for hourly associates who work on the holiday
- Holidays included are as follows:
 - ✓ New Year's Eve/New Year's Day (3pm New Year's Eve to 11pm New Year's Day)
 - ✓ Memorial Day
 - ✓ Independence Day
 - ✓ Labor Day
 - ✓ Thanksgiving
 - ✓ Christmas Eve/Christmas Day (3pm Christmas Eve to 11pm Christmas Day)



VOLUNTEER TIME OFF (VTO)

- One paid day off per year for documented community service work

FUNERAL PAY

- Available after one full calendar quarter of employment
- Must average 30 hours a week or more over the previous twelve months
- Funeral pay is applicable if an immediate family member passes away (spouse, children, parents, siblings, legal guardians, grandparents, parents-in-law, siblings-in-law)
- Up to two days off with pay (if you were originally scheduled to work)

PAID TIME OFF (PTO)

- Must average 25 hours a week or more over the previous twelve months
- Paid based on your current wage or salary
- May not be carried over from one year to the next
- PTO days are available using the following scale based on your anniversary

6-Month	1-Year	2-Year	3-Year	4-Year
5 Days	10 Days	12 Days	13 Days	14 Days
5-Year	6-Year	7-Year	8-Year	9-Year
15 Days	16 Days	17 Days	18 Days	19 Days
10-Year	15-Year	20-Year	25-Year	
20 Days	21 Days	22 Days	23 Days	