

## Benefits Summary

We are pleased that you are considering joining our dedicated team at Brookfield Zoo Chicago (BZC). Below is a summary of Brookfield Zoo Chicago’s generous employee benefits.

Please note, benefits vary based on whether benefits are provided through the Teamsters Union for positions represented by the Teamsters or by Brookfield Zoo Chicago for non-union positions. For non-union positions, some benefits also differ by pay grade classification if noted.

### Non-Union Full-Time Employees

**Eligibility:** Eligible employee is defined as a regular, full-time employee who is regularly scheduled to work a minimum of 35 hours or more per week. Coverage begins on the date of hire. Have a family? You can also cover your spouse, civil union partner, and/or eligible children who are under age 26.

**Time away from work:** Paid Time Off (PTO) is accrued based on Years of Service and pay grade on a per-pay-period basis starting on the date of hire. Unused PTO time carries forward from one calendar year to the next to a specified maximum. Below are the equivalent amounts employees, who work 8 hours per day or 10 hours per day, earn in a 12-month period. An employee’s pay grade is included in the job description.

Years of Service	Positions in Grades 01H-06	Positions in Grades 07H-14-14MT-15MT	Positions in Grades 16H-17MT	Positions in Grades 07H1-081 (10hr/day)
New hire- 5 years	▪ 21 days	▪ 26 days	▪ 31 days	▪ 18 days
5+ years	▪ 26 days	▪ 26 days	▪ 31 days	▪ 22 days
10+ years	▪ 31 days	▪ 31 days	▪ 36 days	▪ 26 days
15+ years	▪ 36 days	▪ 36 days	▪ 36 days	▪ 30 days
20+ years	▪ 37 days	▪ 37 days	▪ 37 days	▪ 31 days

**Holidays:** Non-union employees are eligible for 8 paid holidays per year.

1.	New Year's Day	2.	Memorial Day	3.	Juneteenth	4.	Independence Day
5.	Labor Day	6.	Thanksgiving Day	7.	Day after Thanksgiving Day	8.	Christmas Day

**Medical Insurance:** Employees may choose from one of two medical plans: Blue Cross-Blue Shield HMO or PPO Plan. A waiver credit is available to employees who waive enrollment in medical insurance. Coverage begins on the employee's hire date.

Benefit	Coverage Tiers Available	HMO Employee Cost (biweekly)	PPO Employee Cost (biweekly)	Waiver Credit (biweekly)
Medical Insurance	Single, Single +1, Family	\$71.19 - \$279.22	\$46.26 - \$181.49	Not Applicable
Medical Waiver	Not Applicable	Not Applicable	Not Applicable	-\$38.47

	HMO	PPO
<b>Annual Deductible</b>	\$0	For In-Network: \$250 Individual / \$500 Family For Out-of-Network: \$500 Individual / \$1,000 Family
<b>Out-of-pocket maximum</b>	\$1,500 Individual / \$3,000 Family Prescription drug expense limit: \$1,000 Individual / \$2,000 Family	For In-Network: \$1,000 Individual / \$2,000 Family For Out-of-Network: \$2,000 Individual / \$4,000 Family
<b>Doctor Visits</b>	\$20/visit	\$20/visit; deductible does not apply
PCP Visit	\$60/visit	\$40/visit; deductible does not apply
Specialist Visit	No Charge	No Charge; deductible does not apply
Preventive care/ screening/Immunization		
<b>Hospitalization</b>	\$250/day	20% co-insurance
Facility Fee		

Physician's/surgeon's fees	No Charge	20% co-insurance
<b>Prescription Drugs</b>		<b>Deductible does not apply</b>
Generics	\$30/prescription (retail) \$60/prescription (mail order)	\$5/prescription (retail), \$10/prescription (mail order)
Preferred Brand Drugs	\$45/prescription (retail) \$90/prescription (mail order)	\$15/prescription (retail), \$30/prescription (mail order)
Non-Preferred Brand Drugs	\$60/prescription (retail) \$120/prescription (mail order)	\$30/prescription (retail), \$60/prescription (mail order)
Specialty Drugs	\$60/prescription (retail)	\$5/\$15/\$30/ prescription (retail)

**Dental Insurance & Vision Care Coverage:** A dental plan and an employee-paid vision care plan are available. A waiver credit is offered to employees who waive enrollment in the dental plan. Coverage begins on the employee's hire date.

**Mental Health:** Support, counseling, and resources for life issues at no cost to the employee. Eligible employees and their immediate family have access to Perspectives, a dynamic Employee Assistance Plan (EAP) which provides 24/7, confidential care and resources to address work and life stressors.

**Retirement Savings:** A 401(k) savings plan is available for all employees. Choose either pre-tax and/or Roth after-tax contributions. First of the quarter following one year of service, eligible employees receive matching contributions of 50% of the first 6% you contribute.

**Employer-paid Income Protection:** Short-Term and Long-Term disability benefits are available which provide up to 60% of the employee's base weekly wages for the first 90 days, then up to 60% of the employee's monthly wages if the employee is unable to return to work. Basic Term Life & Basic Accidental Death & Dismemberment Insurance policies each in the coverage amount of 1X the employee's annual salary, plus an additional \$10,000 in coverage. Eligible employees are automatically enrolled in these benefits upon hire.

**Pre-tax Flexible Spending Accounts (FSAs):** Brookfield Zoo Chicago believes in helping eligible employees take advantage of pre-tax savings for eligible healthcare and/or dependent care expenses. Eligible employees may set aside

pre-tax dollars from their paychecks to save for pre-tax reimbursement of qualified healthcare and/or dependent care expenses.

**Voluntary Benefits:**

- Supplemental Term Life Insurance
- Supplemental Accidental Death & Dismemberment Insurance
- Supplemental Dependent Life Insurance
- Group Accident Insurance
- Group Critical Illness Insurance
- Identity Theft Protection

**Union Full-Time Employees**

**Eligibility:** Eligible employee is defined as a regular, full-time employee who is regularly scheduled to work a minimum of 35 hours or more per week.

**Time away from work:** Vacation time is accrued on a per-payroll basis based on an employment anniversary year starting on the date of hire. Unused vacation time does not carry over from one calendar year to the next.

**Vacation:** Vacation is earned based on the following schedule:

Years of Service	Vacation
New hire-5 years	▪ 2 weeks (80 hours)
5+ years	▪ 3 weeks (120 hours)
10+ years	▪ 4 weeks (160 hours)
15+ years	▪ 5 weeks (200 hours)

**Personal Days:** Union employees receive three (3) personal days per year which can be used for any purpose. Advance scheduling is required when foreseeable. Personal days are pro-rated for the first year of employment. Personal days must be used by the end of each calendar year. Any employee with 20 years of service or more receives one additional personal day each year.

**Sick Time:** Sick time accrues at a rate equivalent to 10 sick days per year. Any employee who does not use sick time during the calendar year is credited with two (2) additional sick days that year. Accumulation of sick time is unlimited.

**Holidays:** Union employees are eligible for 10 paid holidays per year.

1.	New Year's Day	2.	Martin Luther King Jr. Day	3.	President's Day	4.	Memorial Day	5.	Juneteenth
6.	Independence Day	7.	Labor Day	8.	Veteran's Day	9.	Thanksgiving Day	10.	Christmas Day

**Medical Insurance:** BZC pays 100% of the cost of benefits for bargaining unit employees. There is no cost to the employee. Medical insurance is provided through the Teamsters union. One plan is available. A waiver credit is provided for employees who waive enrollment in medical insurance. Coverage begins following a 90-day waiting period. Coverage continues for 90 days after the employee's date of separation. Employees can also cover their spouse and child(ren) under age 27.

**Retirement Savings:** A 401(k) savings plan is available for all employees. Choose either pre-tax and/or Roth after-tax contributions. First of the quarter following one year of service, eligible employees receive matching contributions of 50% of the first 6% you contribute.

**Employer-paid Income Protection:** Short-Term disability benefits are provided through the Teamsters union, for up to 26 weeks, if you are unable to work. Long-Term disability benefits are provided through Brookfield Zoo Chicago for up to 60% of the employee's monthly wages if the employee is unable to return to work. Basic Term Life insurance is provided through the Teamsters union. Eligible employees are automatically enrolled in these benefits.

**Voluntary Benefits:**

- Group Accident Insurance
- Group Critical Illness Insurance
- Identity Theft Protection

**Union Temporary Aide-level Employees**

Union Temporary Aide employees are considered full-time employees and are eligible for coverage under the Teamster's Health and Welfare Benefits Plan.

### Time away from work:

Personal Days	Union employees receive three (3) personal days per year. Personal days are pro-rated for the first year of employment based on date of hire. All personal days must be used by December 31 of the calendar year or by the end of the employee's temporary assignment, whichever comes first.
Sick Time	Employees who work 8-hour or 10-hour days accrue based on the equivalent of 80 hours (10 days) of sick time per year. Sick time is accrued on a per pay-period basis. For an employee who works an 8-hour day, they earn 3.08 hours of sick time each pay period. There is no maximum accrual of sick time. Employees who have perfect attendance during a calendar year are awarded two additional sick days.

**Holidays:** Union employees are eligible for 10 paid holidays per year.

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**Retirement Savings:** A 401(k) savings plan is available for all employees. Choose either pre-tax and/or Roth after-tax contributions. First of the quarter following one year of service, eligible employees receive matching contributions of 50% of the first 6% you contribute.

### Non-Union Part-Time Employees

**Eligibility:** Regular, part-time non-union employees who average 30 hours per week or 130 hours per month over a measurement period defined by the Patient Protection and Affordable Care Act (PPACA) are eligible for single coverage under the Zoo's Blue Cross-Blue Shield HMO plan.

**Medical Insurance:** HMO Plan. A waiver credit is available to employees who waive enrollment in medical insurance.

Benefit	Provider	Coverage Tiers Available	HMO Employee Cost (biweekly)	Waiver Credit (biweekly)
Medical Insurance	Blue Cross Blue Shield of Illinois	Single	\$71.19	Not Applicable
Medical Waiver	Not Applicable	Not Applicable	Not Applicable	-\$38.47

**Retirement Savings:** A 401(k) savings plan is available for all employees. Choose either pre-tax and/or Roth after-tax contributions. First of the quarter following one year of service, eligible employees receive matching contributions of 50% of the first 6% you contribute.

**Seasonal Employees**

**Mental Health:** Support, counseling, and resources for life issues at **no cost to you**. Eligible employees and their immediate family have access to Perspectives, a dynamic Employee Assistance Plan (EAP) which provides 24/7, confidential care and resources to address work and life stressors.

**Retirement Savings:** A 401(k) savings plan is available for all employees. Choose either pre-tax and/or Roth after-tax contributions. First of the quarter following one year of service, eligible employees receive matching contributions of 50% of the first 6% you contribute.

**Other Benefits & Perks for All Employees (unless otherwise noted)**

Advanced Inquiry Degree Program	Brookfield Zoo Chicago has partnered with Project Dragonfly at Miami University of Ohio to bring an exciting Master’s degree program to the Chicagoland area. The Advanced Inquiry Program (AIP) is an inquiry-driven learning experience, allowing participants to take classes from Miami University faculty. Enrollment is open to applicants with a bachelor's degree, regardless of academic major or profession. This program is designed for teachers and other education professionals.
BZC University	The Zoo offers a variety of training, both on-site and via virtual classes and e-learning through Brookfield Zoo Chicago University at no cost to employees, including professional development, skill-building courses, conservation topics, zoo and animal-related topics, safety, leadership development, wellness, and much more. Instructors include guest speakers, staff presenters, and outside trainers.
Tuition Reimbursement	Regular, full-time non-union employees who have at least one year of seniority are eligible to apply for reimbursement of tuition expenses to a maximum of \$1,000 per calendar year.

Access Credit Union	Employees are eligible immediately upon employment to participate in the credit union. The minimum balance is \$5. Savings are insured up to \$100,000, and savings accounts, new and used car loans, personal loans, student loans, and much more are available.
Blackhawk Work Perks	Special offers on Chicago Blackhawks games. Tickets start at \$30.
Discounted Membership at Loyola Center for Fitness	Corporate discount members receive \$0 enrollment and 25% off individual dues. Monthly pricing is subject to the number of people on the membership.
Discounted Day Care	Discounted day care is available through a partnership with KinderCare Education to provide discounted childcare benefits for employees. Covered brands include KinderCare® Learning Centers, Children’s Creative Learning Center, Inc. (CCLC), and Champions before and after-school care programs. Employees with children enrolled at a participating center save 10% on childcare tuition for children ages 6 weeks to 12 years available at over 100 locations throughout the greater Chicago metropolitan area.
Employee Discounts	Employees may benefit from “Working Advantage,” an employee discount program, which offers a wide variety of discounts to staff.
Enterprise-Rent-A-Car	Discounts are available to staff members through Enterprise-Rent-A-Care for their personal use.
Free Flu Vaccines	Each year the Zoo offers free, on-site flu vaccinations to all full-time and regular part-time employees.
Free Admission and Parking	Free admission and parking privileges are provided to Non-Union Full-Time Employees and Union Full-Time Employees only and their immediate family members of BZC employees who have completed the required paperwork.
Free Admission to Other Cultural Institutions	The Zoo has reciprocal agreements with other major Chicagoland cultural institutions which allow employees and certain guests to receive free admission and/or parking pursuant to BZC’s policy.
Free Notary Public Service	Several staff are commissioned Notary Publics and provide free notary services to BZC staff.
Freebie Table	Consistent with our conservation ethic, we have a “Freebie” table where staff can place unused/unwanted items that still have value for other staff members to claim. This has been a great way to recycle/upcycle by making unused items available to others.
Little Free Library: Take a Book. Share a Book.	The Zoo has a “Little Free Library” book exchange. If an employee sees a book they would like to read, they can take it, or they may donate a book they have finished. When they are done, they can return it to the Little Free Library or leave it at another Little Free Library location for others to enjoy.
Zoo Day Camp Discount	Zoo staff who register their child(ren) for Summer Camp at Brookfield Zoo Chicago receive a discounted price for a week of camp for each child registered. The discount is limited to immediate family members only (grandchildren included). Lunch and T-shirts are not discounted.
Zoo Discounts	Employee discounts are available on BZC gift shop and restaurant purchases, including 25 cent drinks when the Zoo-issued drink cup is used.