



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