

BENEFITS OFFERINGS AT A GLANCE - 2025

Salaried Employees	
Medical	PPO & HSA Plan options
Dental	2 free cleanings per year; Buy-up option with Orthodontia
Vision	Annual Exam
Health Savings Account	\$500 employer contribution annually with the election of the Medical High Deductible Health Plan
Flexible Spending Accounts	Health Care FSA, Dependent Care FSA & Limited Purpose FSA (if you elect the HSA plan)
Group Term Basic Life Insurance & AD&D	\$25,000 benefit provided by Fourteen Foods including Professional Grief Counseling Benefit with up to 5 in-person or telephonic sessions and Funeral Discount & Planning Services
Voluntary Life Insurance	5x's your annual salary up to \$300,000 with \$150,000 guaranteed issue amount; Will Preparation Services and Estate Planning Services at no cost to you with your enrollment of Voluntary Life
Voluntary Spouse Life Insurance & AD&D	up to 50% of the employee election up to \$100,000 with \$30,000 guaranteed issue amount
Short-Term Disability Insurance	60% of your weekly pay up to \$1,500 per week for injury or illness up to 13 weeks; subject to 14-day waiting period
Long-Term Disability Insurance	60% of your monthly earnings up \$7,500 subject to minimum participation rate
Accident Plan	Pays for several medical related expenses in cash directly to you if an accident or injury occur
Critical Illness	Pays a lump-sum cash benefit for out-of-pocket expenses if diagnosed with a critical illness
Group Hospital Indemnity	Receive a \$50 payment per calendar year for completing your annual Health Screening
Pet Insurance	Customizable plans to help reimburse employees for unexpected veterinary expenses
Bereavement Leave	Employees may take up to three working days off as leave with pay for a death in family. Family is defined as spouse, son, daughter, mother, father, mother-in-law, father-in-law, sister, brother, grandparents or grandchild.
Legal Insurance	Provides full coverage of attorney fees for the most common personal legal matters with no additional out-of-pocket cost to employees
Identity Theft & Fraud Protection	Provides protection from digital crimes through individual and family plan



Salaried Employees	
Fourteen Foods 401K Retirement Account: Non-HCE employees only	Pre-Tax & Roth employee contributions
	Discretionary Match of 50% on the first \$3,000 deferrals, up to a \$1,500 max value
Referral Programs	For more details email benefits@fourteenfoods.com
Tuition Reimbursement	For more details email benefits@fourteenfoods.com
Food Discount	100% 1 time per shift up to \$12; must be on shift working at store
Shoe Discount Program	SR Max provides high quality non-slip shoes at a discount rate. Payroll deductions available. Go to srmax.com/fourteen
Anniversary Gifts	Gift options available to hourly and salary employees after 5, 10, 15, 20, and 25 years of employment

