



ITHAKA | HOSPITALITY PARTNERS

ELIGIBLE UPON FIRST DAY OF WORK

- Complimentary Meals
- Food Hall Discounts (Pizzeria Aricca & Saint Bernardo)
- Spa Services and Retail Discounts
- Tickets at Work Discount Program
- Preferred Hotels Employee Discount

ELIGIBLE ON THE 1ST OF THE MONTH FOLLOWING 60 DAYS OF FULL-TIME SERVICE

- Medical / Dental / Vision Insurance
- Life Insurance
- Supplemental Insurance

ELIGIBLE AFTER 90 DAYS OF FULL-TIME SERVICE

- Paid Holidays: New Year's Day, Martin Luther King Day, Memorial Day, Juneteenth, Independence Day, Labor Day, Thanksgiving Day, Christmas Day
- Funeral Leave: Up to three (3) days off with pay for the death of an immediate family member
- Jury Duty Pay
- Gym Membership Discount
- Ithaka Hospitality Hotel Room Discount Hotel Room Rate

ELIGIBLE AFTER 6 MONTHS OF FULL-TIME SERVICE

- Paid Time Off (PTO): The amount of PTO received each year is based on your length of service and accrues according to an accrual schedule determined by the Company up to a maximum annual

PTO EXCHANGE BENEFIT:

Eligible full-time team members have the option to convert a portion of their unused PTO time into 401(k) contributions, student loan/tuition/520 plan reimbursements, cash payments, donations to charitable organizations, travel purchases and leave sharing!

ELIGIBLE AFTER 1 YEAR OF FULL-TIME SERVICE

- Short & Long-term Disability
- 401(K) (1000 hours worked; part-time included)
- Tuition Reimbursement (full-time)