

# Additional Benefits Offered

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**Adoption Benefit-** \$2,500 Cash benefit for Associates who legally adopt children to have a family. →

**Anniversary Date Floating Holiday-** Eight Hours PTO added to Associate PTO bank on Anniversary Date.

**Attendance Recognition Hours-** Full-time Hourly Associates may earn four PTO hours each month, Part-time Hourly Associates may earn two PTO hours each month.

**Associate Assistance Program (AAP)-** Free and confidential service to help Associates and their families resolve personal problems and/or personal well being.

**Corporate Discount Program -**Several local and national businesses offer Grande Associates special deals and discounts on certain services.

**Discount Product Purchases-** Grande products, as well as other cheeses and butter, are available at a discounted purchase price for Associate personal use.

**Life Event Gifts-** Afghan blankets for Associates that get married or have a baby.

**Paid Holidays-** Designated Paid Holidays include New Years Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, Christmas Eve Day and Christmas Day, in addition to one floating holiday per year.

## **Reimbursement of Community Service**

**Organization Dues-** Grande will pay annual dues. Associate will pay costs for attending meetings, meals and activities of the organization. Organizations that provide services or funding to communities and/or projects (such as Lions, Jaycees, Optimists) are covered.

**Service Recognition-** Recognition for years of service. Service award gift will be presented in 1 and 5 year increments. Long service monetary gift will be awarded to Associates eligible starting at 10 years of service.

**Tuition Reimbursement-** For Degree Programs, Individual Courses, and Professional Certifications issued through a recognized school or university. Providing financial support to pursue the knowledge and skills to become successful in their current and future roles with Grande.