



EMPLOYEE BENEFITS

MEDICAL DENTAL & VISION	Big Grove employees and their families are eligible to enroll in our health insurance plan after 60-days of employment and working an average of 30 hours per week. A percentage of the employee's insurance premium is covered by Big Grove.
PAID TIME OFF	Big Grove provides eligible employees with paid time off (PTO) to ensure our employees have the opportunity to enjoy time away from work. PTO benefits are available to full-time employees, following six months of employment and working an average of 30 hours per week.
PAID PARENTAL LEAVE	Employees who have been employed with Big Grove for a minimum of 12 months, both full-time and part-time, are eligible to receive paid parental leave ranging from 1 week of paid leave to 6 weeks of paid of leave depending on the circumstances.
EMPLOYEE ASSISTANCE PROGRAM	Life is beautiful and hard all at the same time. It's okay to not be okay or know what to do. Reach out for help. Our Employee Assistance Program removes the barrier of not knowing who to call. Call one phone number and get help with so many things, no cost to you and confidential. Mental health, financial problems, legal advice, elder services, daycare, wills, etc. We love you, take the help when you need it.
BIG GROVE UNIVERSITY	Big Grove University elevates you in your work and life skills. We host classes and on the job development to bring us together on our priorities and values. Here at Big Grove, improvement is constant and learning how to communicate and connect with others (just one skill you will gain at Big Grove University) helps you lead alongside your teammates.
EMPLOYEE DISCOUNT PROGRAM	FOOD: At Big Grove, all employees, and up to 7 guests, get 25% off their meal. BEER: On working days, employees receive one free shift beer. After their shift beer and/or on non-working days, employees receive \$3 pints and \$4 tulips (some beers may be excluded) and 25% off all to go beer. MERCHANDISE: All employees receive 50% off Big Grove merchandise.
CRAFT CONCEPTS MEMBERSHIP	After 30 days of employment, all Big Grove employees become Craft Concept members, in which they receive a 25% discount on food for themselves and one guests at 18+ local restaurants.
FAMILY MEAL	Served daily at no cost, family meal is an opportunity for employees to connect with their work family and to fuel themselves for the night ahead, while also allowing our chefs to show off their creativity.
HOLIDAYS	At Big Grove Brewery, we close a minimum of 2 days each year for staff appreciation in addition to closing on Thanksgiving Day, one half-day on Christmas Eve, and Christmas Day so that our employees may spend more time with their loved ones.