



Wendy's 2019 Benefits Offered by Position

| | Crew | SS | RM | GM |
|--------------------------------|------|---------|---------|---------|
| Meal Discount [†] | Yes | Yes | Yes | Yes |
| Medical | Yes* | Yes | Yes | Yes |
| Dental | Yes* | Yes | Yes | Yes |
| Vision | Yes* | Yes | Yes | Yes |
| Life & AD & D | Yes | Yes | Yes | Yes |
| Critical illness | Yes | Yes | Yes | Yes |
| Short term Disability | No | Yes | Yes | Yes |
| Long Term Disability | No | Yes | Yes | Yes |
| Hospital Indeminty | Yes | Yes | Yes | Yes |
| Pet/Auto/Home insurance | Yes | Yes | Yes | Yes |
| 401k | No | Yes | Yes | Yes |
| PTO | No | Yes | Yes | Yes |
| University Partnership | Yes | Yes | Yes | Yes |
| College Scholarship | Yes | Yes | Yes | Yes |
| Legal Insurance | Yes | Yes | Yes | Yes |
| Identity Theft | Yes | Yes | Yes | Yes |
| Waiting period for Insurance** | 1 yr | 60 days | 60 days | 60 days |

NOTE: Eligibility for some benefits is dependent on average hours worked per week.

[†] While working a shift. Ask a manager for details.

* Crew insurance waiting period is 12 months and includes a 12 month "look back" period to determine eligibility. Must average 30 or more hours per week during lookback period.

** Effective date is 1st of month following waiting period.

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