

YOUR BENEFITS

The Harrisonburg/Rockingham Living Wage Campaign Has Certified Friendly City Food Co-op At The Gold Level. Starting pay is now \$15/hour.

Our team members are the face of the co-op and embody the "friendly" in our name every day. They are enthusiastic, fun, positive, self-motivated and hard workers. We are happy to offer them a living wage, as well as the following benefits.

BENEFITS ALL EMPLOYEES RECEIVE:

- 20% discount on all purchases
- Paid breaks
- Wellness benefit (\$100/FT, \$50/PT – per year for wellness related expenses)
- Holiday pay (closed Easter, Thanksgiving Day, Christmas and New Year's Day)
- Birthday dinner benefit (\$30 for dinner within 30 days of your birthday)
- Profit sharing (in years when co-op is profitable)
- Free coffee/tea while on the clock
- Park View Federal Credit Union membership eligibility (optional)
- AFLAC eligibility (optional – team member expense)
- Cross training in other departments

FULL-TIME EMPLOYEES ALSO RECEIVE:

- Paid Time off – based on number of years worked
- Health insurance eligibility (Co-op covers 75% of premium) *

** not required by Affordable Care Act, we just believe it's the right thing to do.*