



BROOKFIELD
ZOO
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BENEFITS OVERVIEW

NON-UNION PART-TIME EMPLOYEES

Effective January 2026- December 2026 for prospective employees.



Hello!

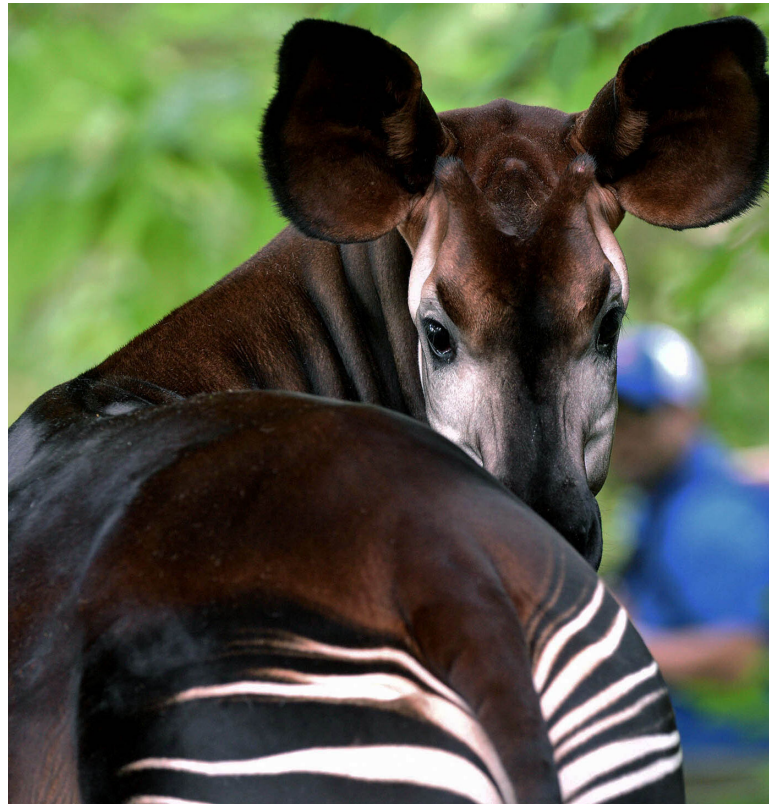
We are pleased that you are considering joining our team at Brookfield Zoo Chicago (BZC). Following is a summary of the benefits we offer Non-Union Part-Time Employees.

ELIGIBILITY FOR BENEFITS

Regular, part-time non-union employees who average 30 hours per week or 130 hours per month over a measurement period defined by the Patient Protection and Affordable Care Act (PPACA) are eligible for individual only coverage under the Zoo's Blue Cross-Blue Shield HMO plan. Benefits are measured during the annual Open Enrollment period, generally in November, with benefits effective January 1- December 31 of the following calendar year.

MEDICAL INSURANCE

HMO Plan. The plan uses the Blue Cross Blue Shield of Illinois network and covers in-network preventive care at 100%.



Common Medical Event	HMO
Annual Deductible	\$250 Individual
Out-of-pocket-maximum	\$1,500 Individual Prescription drug expense limit: \$1,000 Individual
Doctor Visits	\$40/ PCP visit \$60/ Specialist visit <i>Preventive care/screening/ immunization: No Charge</i>
Hospitalization	Facility Fee: \$250/admission plus 20% coinsurance Physician/surgeon fees: No charge
Your cost (<i>bi-weekly</i>)	\$48.82

ADDITIONAL BENEFITS

Mental Health

A no-cost Employee Assistance Program (EAP) is available to employees and their immediate family. The EAP provides 24/7/365 confidential care, support, and resources to address work and life stressors.

Retirement Savings

Eligible employees are automatically enrolled at 6% on a pre-tax basis as soon as administratively feasible following date of hire. Employee Pre-tax and/or Roth after-tax contributions available. First of the quarter following completion of one year of service and attainment of age 21, eligible employees receive regular matching contributions of up to 3%. Matching contributions for full-time employees are immediately vested.