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BENEFITS OVERVIEW

UNION TEMPORARY AIDE-LEVEL EMPLOYEES

Effective January 2026- December 2026 for prospective employees.



Hello!

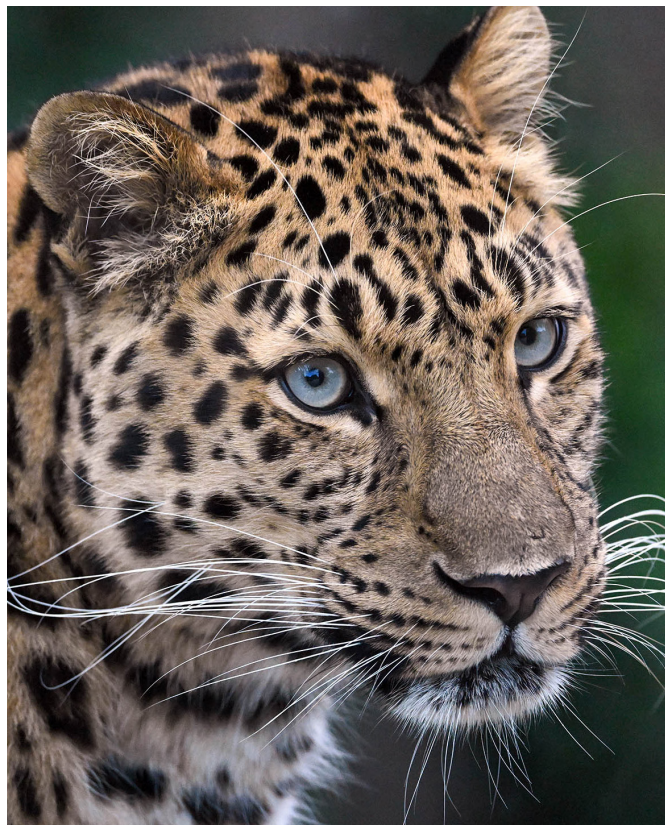
We are pleased that you are considering joining our team at Brookfield Zoo Chicago (BZC). Following is a summary of the benefits we offer Union Temporary Aide-level Employees. Union Temporary Aide employees fulfill short-term staffing needs. They are considered full-time employees and are eligible for Medical Insurance.

ELIGIBILITY FOR BENEFITS

You are eligible for medical insurance as a full-time employee.

TIME AWAY FROM WORK

- No vacation benefit accrual.
- 10 paid holidays per year.
- 10 sick days per year. Sick time is accrued on a per pay-period basis. Accumulation of sick leave is unlimited.
- 3 personal days per year, pro-rated for the first year of employment.



Perks of working at BZC:

- Employees and their immediate family receive **free parking and admission to the Zoo** and paid attractions
- **Free admission** to other cultural institutions
- **Discounts in Zoo** gift shops and on restaurant purchases
- **Zoo Day Camp discount**
- **Employee and family events**
- **Advanced Inquiry Program (AIP)**, an innovative online degree, integrating flexible courses with unparalleled experiential learning at premier zoos, botanical gardens, and conservation organizations across the U.S.
- **Tuition Reimbursement** Benefit

MEDICAL INSURANCE

Brookfield Zoo Chicago pays 100% of the cost of benefits for bargaining unit employees. There is no cost to the employee. Medical insurance is provided through the Teamsters union. One plan is available. A waiver credit is provided for employees who waive enrollment in medical insurance and provide proof of other coverage. Coverage begins following a 90-day waiting period. Coverage continues for 90 days after the employee's date of separation. Temporary Aide-level employees may choose to cover their child(ren) under age 27. Spouse coverage is not available.

ADDITIONAL BENEFITS

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.