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BENEFITS OVERVIEW

NON-UNION FULL-TIME EMPLOYEES

Effective January 2026- December 2026 for prospective employees.



BENEFITS OVERVIEW

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 Full-Time Employees.

ELIGIBILITY FOR BENEFITS

You are eligible for medical insurance as a full-time employee. Coverage begins on the date of hire.

TIME AWAY FROM WORK

Paid Time Off (PTO) is accrued based on Years of Service and pay grade on a per-pay-period basis starting on the date of hire.

In Addition to PTO Benefits

8 total paid holidays per year.

Years of Service	New hire-5 yrs
Positions in Grades 01H-06	21 days
Positions in Grades 07H-14-14MT-15MT	26 days
Positions in Grades 16H-17MT	31 days
Positions in Grades 07H1-081 (10hr/day)	18 days

MEDICAL INSURANCE

Choose from two medical plans: one **HMO** and one **PPO**.

Our plans use the Blue Cross Blue Shield of Illinois networks and cover in-network preventive care at 100%. Coverage tiers available: Employee, Employee + Spouse, Employee + Child(ren), Family.

Common Medical Event	HMO	PPO
Annual Deductible	\$250 Individual \$500 Family	In-Network: \$750 Individual / \$1,500 Family Out-of-Network: \$1,500 Individual / \$3,000 Family
Out-of-pocket-maximum	\$1,500 Individual \$3,000 Family Prescription drug expense limit: \$1,000 Individual / \$2,000 Family	In-Network: \$2,000 Individual / \$4,000 Family Out-of-Network: \$4,000 Individual / \$8,000 Family
Doctor Visits	\$40/ PCP visit \$60/ Specialist visit <i>Preventive care/screening/ immunization: No Charge</i>	\$30/ PCP visit* \$50/ Specialist visit* <i>Preventive care/screening/immunization: No Charge*</i>
Hospitalization	Facility Fee: \$250/admission plus 20% coinsurance Physician/surgeon fees: <i>No charge</i>	Facility Fee: 20% co-insurance Physician/surgeon fee: 20% co-insurance.
Your cost (<i>bi-weekly</i>)	\$48.82- \$199.53	\$75.12- \$296.58

* deductible does not apply.



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



Pre-tax Accounts

Flexible Spending Accounts allow eligible employees to set aside pre-tax dollars from their paychecks and use the dollars to pay for eligible expenses. The Medical Flexible Spending Account (FSA) lets you pay for eligible medical, vision, and dental expenses. The Dependent Care Flexible Spending Account (DCA) lets you pay for eligible childcare or eldercare expenses.

Dental Insurance & Vision Care Coverage

A PPO dental plan and an employee-paid vision care plan are available.

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.

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.

Employer-paid Income Protection

Eligible employees are automatically enrolled in Short-Term Disability benefits, Long-Term Disability benefits, Basic Term Life insurance, and Basic AD&D insurance.

Voluntary Benefits

- Group Accident Insurance
- Group Critical Illness Insurance
- Identity Theft Protection
- Supplemental Term Life Insurance
- Supplemental Accidental Death & Dismemberment Insurance
- Supplemental Dependent Life Insurance



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