

# WENTE<sup>®</sup>

FAMILY ESTATES

## Employee Benefits

### TASTING ROOMS

- ❖ **Complimentary tasting for you and up to 5 guests in any tasting room**
- ❖ **50% off any Experience Class/Tour** – any experience that is offered in the tasting rooms is available at a discount of 50% for you and up to 5 guests (*you must accompany your guests to receive all discounts.*)
- ❖ **30% off food at our Tasting Rooms** – at our Wood Fire Kitchen at the Estate property and our food bites menu on the patio lounge at Murrieta's Well.
- ❖ **Wine Discount** – if you are 21+ you may purchase wine at any of our Tasting Rooms at a discount ranging from 30 – 50% off retail. In addition, a 30% discount is available on most non-wine items.
- ❖ **Holiday Wine** – free bottles of wine are provided to regular FT and PT employees three times a year: Easter, Thanksgiving and Christmas
- ❖ **Employee Club Membership** – 50% off all wines for the respective club membership. This includes 50% off your club shipment and 50% off any wine purchased from the respective tasting room.

### THE RESTAURANT & THE GRILL AT WENTE VINEYARDS

- ❖ **30% off your total check (includes food and beverage) for you and up to 5 guests\***  
*\*may not be combined with other offers such as Costco Gift cards*

### SPECIAL EVENTS & THE COURSE AT WENTE VINEYARDS

- ❖ **Weddings & Special Events:**  
Special Events: Wine can be purchased with your employee discount (*club members also receive additional club discount on special events*)  
Room Rentals: 30% off all room rental fees  
Concerts: 30% discount on concert tickets for any concert in our summer concert series
- ❖ **Golf**  
Monday-Thursday\*: \$25/round employee, \$35/round guest  
Friday-Sunday\*: \$35/round employee, \$45/round guest  
*\*Subject to tee time availability*

### 401(k) & PROFIT SHARING PLANS

- ❖ **401 (k) Plan:**  
Wente Family Estates offers a great 401(k) Plan for all employees who are 18 or older. Enrollment is automatic and effective immediately after your employment begins. In addition, each year the company determines its discretionary match.
- ❖ **Profit Sharing:**  
We know that everyone contributes to the success of the company, and that is why all employees are eligible to receive a percentage of the profits. This is a discretionary annual contribution made depending on the financial health of the company.



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## HOLIDAYS, PAID TIME OFF & VOLUNTEER TIME OFF

### ❖ **Paid Volunteer Time Off (VTO):**

Get paid to volunteer! Regular full time and part-time employees receive up to 8 (FT) or 4 (PT) hours of VTO per calendar year. See the EE handbook for complete description!

### ❖ **Paid Holidays** (FT employees only):

The Company presently recognizes four holidays in each calendar year. A “holiday list” is communicated each year by December 15th.

### ❖ **Paid Time Off** (FT employees only):

Earn between 2 – 5 weeks of paid time off. Accrual schedule varies based on position and length of service.

## HEALTH AND WELLNESS

- ❖ **Sonic Boom Wellness:** Live well and be well. Sonic Boom Wellness is a comprehensive wellness program that is free of charge to all employees. Every day you'll receive challenges -- they revolve around physical activity, nutrition, weight management, and stress reduction.

You may also participate in a fun activity called Sonic Striding. Participants wear a Boomerang band, an easy to wear activity-tracking smartwatch. You can compete as an individual or a team – and you can be anonymous or be bold and brag!

Get moving and earn “Sonic Status” points for participating in all the different activities in the program, and you’ll even be able to reward each other points for engaging in healthy behaviors.

- ❖ **CA Paid Sick Leave:** Earn up to 24 hours of sick pay per year (PT employees)

### ❖ **Medical, Dental, Vision, Life Insurance, FSA and Employee Assistance Program (FTE Only):**

**Medical:** Chose between two of the leaders in medical care: Anthem Blue Cross or Kaiser.

**Dental:** We partner with Guardian Dental Group

**Vision:** Vision Service Plan (VSP), a leader in eye care

**Life Insurance:** We’ve got you covered with 1 times your annual salary up to a maximum of \$200,000.

**Flexible Spending Account (FSA):** You may elect to make pre-tax contributions into a FSA account for eligible health and dependent care expenses approved by the IRS.

**Employee Assistance Program (EAP):** This is much more than a traditional EAP. Take advantage of the following resources at no cost to employees:

- I. Legal (accidents, wills, trusts)
- II. Financial (financial planning, home purchase and college savings)
- III. Life Events (dependent care, parenting skills)
- IV. Clinical issues (substance abuse, depression, anger management)