

CHOOSE *Your* BEST BENEFITS

FOR PART-TIME EMPLOYEES & TEAM MEMBERS

You're eligible if you work less than 30 hours per week.

Affordable Medical Insurance

OPTION 1

Through Cracker Barrel.

Enrollment, eligibility and payment administered by River Health.

Essentials Plan. Large River Health network with **thousands of providers** and facilities.

- \$0 virtual care for illness or health questions
- \$0 office visits for primary/specialty care — 3 per year
- \$0 prescriptions for 700+ generic medications
- \$0 prescriptions for select brand name medications
- \$0 lab testing at all Quest labs

Enhanced Plan. Includes everything in the Essentials Plan, plus:

- \$0 virtual therapy sessions, up to 24 per year
- \$0 behavioral health medications in the River Health formulary
- Community resources to help you access special programs

These plans are not comprehensive medical coverage and do not meet the ACA definition of a qualified health plan.

When to Enroll

- Within 30 days of your hire date
- Within 30 days of a life event
- During Open Enrollment each fall

Monthly Cost

(paid directly to River Health, not deducted from your pay)

	Employee Only	Employee + Child	Employee + Children	Employee + Spouse	Family
Essentials Plan	\$28.00	\$44.00	\$84.00	\$44.00	\$104.00
Enhanced Plan	\$30.00	\$46.00	\$86.00	\$46.00	\$106.00

Learn more at river.health/group/biscuit or call 1-888-814-6062.

OPTION 2

Through the Public Marketplace.

Get help choosing a Marketplace (healthcare.gov) plan.

Call 1-844-300-2874 or visit crackerbarrel.healthsherpa.com.

OPPORTUNITIES FOR FINANCIAL GROWTH

401(k) Employee Savings Plan

If you're 21 or older, you can contribute to one of the best savings tools available. Then, after three months of service, we'll match 50 cents on the dollar, up to 5% of pay you contribute.

benefits.ml.com or 1-855-444-6305

Employee Stock Purchase Plan

If you're at least 21, you can buy shares of company stock through payroll deductions (without paying brokerage commissions).

shareworks.com or 1-877-380-7793

EARNED WAGE ACCESS (EWA)

Get early access to some of your wages before payday. Download the **Netspend EWA mobile app** or call 1-844-985-3596.

IN-STORE SAVINGS

Employee discounts available after 30 days of service.



A FEW MORE BENEFITS... BECAUSE WE CARE

New for
2025

ID Theft Protection and Financial Wellness

Now with added features and lower costs!

Up to \$1 million in protection, plus dark web and social media monitoring. Help creating a budget, improving your credit score, and more.

Legal Support Plan

Access to a nationwide network of attorneys for legal advice on nearly all of life's challenges — traffic tickets, mortgages, estate planning, domestic violence and much more.

Pet Insurance

With ASPCA coverage, take your pet to any licensed vet, submit a claim on the app and get reimbursed up to 70%, 80% or 90% for eligible expenses. Choose the plan that fits your budget.

Programs above available at discounted company rates. Learn more and enroll at totalrewards.crackerbarrel.com.

Mental Health Support

A licensed counselor is available to help you anytime through the Employee Assistance Program.

Your first three sessions are free. If needed, you will be referred to a local counselor for further sessions.

Call Ability Assist at 1-800-964-3577.
Visit guidanceresources.com to see other work-life resources.

Dental and Vision

Discounted plans through Careington give you access to a nationwide network of dentists and eye doctors. Save on routine tooth care and minor dental procedures, and on eye exams, frames and lenses.

Learn more and enroll at totalrewards.crackerbarrel.com.

If You Become Full Time

If you average 30 hours a week or more for a year, you will also get:

- Options for comprehensive medical, prescription, dental and vision plans
- Company-paid life insurance, with an option to purchase more coverage

Employee Discount Marketplace

Save big every day with employee deals and discounts on brands you love:

- Travel
- Computers
- Entertainment
- Apparel
- Health and wellness
- Beauty and spa
- Education
- Home and auto insurance
- + Lots of local deals

Learn more at biscuitperks.benefithub.com or call 1-866-664-4621.