

Paid Holiday & Vacation Time

Holiday Pay

Teammates are eligible for holiday pay after 12,000 hours. You will be paid for six holidays (New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day and Christmas Day). In order to be eligible for the holiday pay, you must work 1,200 hours during the 12 months preceding an Ònin paid holiday. You must also work the scheduled days before and after a holiday.

Vacation Time

After each 1,800 hours of service with no more than a 120 day break in assignments, you will be eligible for 40 hours of vacation time. **If your employment with Ònin is terminated, you will not be paid for any accrued vacation time.**

Endeavor Scholarship

The Ònin Group endeavors to stand out in the staffing industry. In order to stand out, we must invest in and inspire our Teammates. We created our Endeavor Scholarship Program with the sole intention of positively impacting the lives of our Teammates.

For more information, talk to your local Ònin Staffing team.

Òperx

Òperx is a fun and easy way to get discounts on a wide variety of products and services. Some of the most popular categories for Teammates are travel, tickets and entertainment, electronics, automotive supplies, cell phones, apparel, health and wellness, and food.

Don't have an Òperx login? Go to operx.perkspot.com and create an account.



SKECHERS DIRECT MORE THAN JUST WORK SHOES

CORPORATE SHOE PROGRAM

THE Ònin GROUP

30% OFF

SELECT SKECHERS WORK & CASUAL STYLES YEAR-ROUND
Purchases can be made at any of our 500+ SKECHERS retail stores nationwide, or shop online with FREE shipping both ways.

SHOP ONLINE AT:
www.skechers.com/direct/onin-group
No promo codes needed. Just shop and save!

Show this flyer when shopping at our SKECHERS retail stores nationwide or mention **RETAIL CODE: B3K**

WATCH FOR OUR QUARTERLY FRIENDS & FAMILY DISCOUNTS

If you have any questions regarding this program, please contact SKECHERS Direct Customer Service at (855) 769-7463 or email us at info@skechersdirect.com.

Valid at SKECHERS Retail stores and SKECHERS online only. Offer is valid for employees of this company only. Posting the exclusive discount codes or URL online is not permitted. Not valid on sale or test styles and cannot be used in conjunction with any other offers or promotions.

Employee Assistance Program

The Ònin Group Employee Assistance Program (EAP) is a benefit available to all Teammates that offers confidential counseling services to you and members of your household enrolled in medical coverage. This service offers immediate access to clinicians who will help clarify your problem or concern and work with you to develop a plan of action to address it. The EAP provides the opportunity to work with a counselor directly over the phone.

Counseling Services

The EAP can help you address a wide variety of personal concerns to support your well-being at work and at home.

Examples of concerns we can help with include:

- Anxiety
- Dealing with Change
- Debt/Money Management
- Time Management
- Work/Life Balance
- Relationship Issues
- Executive Coaching

For assistance with inquiries related to your Employee Assistance Program, please contact **Charles Nechtem** at [1-800-531-0200](tel:1-800-531-0200) or visit charlesnechtem.com