



Cheers!

2019 GALLO EMPLOYEE BENEFITS

WE OFFER AN EXTENSIVE BENEFITS PACKAGE. THIS PACKET SUMMARIZES KEY PROGRAMS FOR U.S. FULL-TIME SALARIED EMPLOYEES.

HEALTH PLANS

MEDICAL PLAN

Gallo provides a variety of plans to meet the various needs of our employees, from low copay HMO and EPO plans to a PPO with fully covered preventive services. In addition, we offer two high deductible health plans with a generous employer contribution towards your Health Savings Account. All plans cover preventive care, such as routine physical exams, well-child care and immunizations. Pharmacy, chiropractic, and vision benefits are also provided within each medical plan option. Benefits are available on the first day of the month following date of hire.

DENTAL PLAN

Our plans cover preventive, basic, major and orthodontic care. Deductibles may apply.

DISABILITY INSURANCE

Employees are automatically enrolled in the company paid Group Disability coverage which pays 60% of their base salary.

LIFE INSURANCE & ACCIDENTAL DEATH AND DISMEMBERMENT INSURANCE (AD&D)

Benefit coverage will begin on the employee's first day of employment. The company provides coverage at three (3) times the annual base salary at no cost to you.

SUPPLEMENTAL LIFE INSURANCE

Employees have the option to purchase coverage up to six (6) times their annual base pay to a maximum of \$600,000. Employees may also purchase Spousal life insurance and Dependent Life Insurance for their children. All benefits are subject to underwriting.

LONG TERM CARE INSURANCE

Employees may purchase coverage for themselves and family members. Several plans are available and rates vary based on age and plan.

FLEXIBLE SPENDING ACCOUNTS (HEALTH CARE AND DEPENDENT CARE)

Employees have the option to participate in two FSA accounts. These accounts are established by the IRS to allow employees to make pre-tax contributions, up to \$5,000 per year for Dependent Care expenses associated with day care, and \$2,650 Health Care expenses associated with eligible out of pocket health care expenses.

EMPLOYEE ASSISTANCE PROGRAM

This resource provides help and counseling to resolve workplace issues and challenges in employee's personal life. Other local programs and resources are available as well.

WELLNESS PROGRAM

Gallo partners with The Vitality Group to offer the Gallo Vitality Wellness Program. Employees are offered classes covering a wide range of topics such as nutrition, physical activity, weight management, and stress reduction as well as an annual blood panel. Participants earn points for living a healthy lifestyle and can redeem points for prizes. Gallo also offers genetic cancer screenings to assist with early detection



E&J Gallo Winery

RETIREMENT PLANS

401(K) MATCH PLAN

Employees are eligible to participate in the 401(k) Match Plan shortly after receiving their first paycheck. Employees may contribute to the plan from their salary on a pre-tax basis, an after-tax basis or both. The company will match the first 3% of the employees 401(k) contributions at 100%. Employees are immediately vested in all employee and matching Company contributions. The Plan offers a variety of investment options provided through the Vanguard Group. The amount of the employee contribution is limited by IRS regulations and may change from year to year.

PROFIT SHARING PLAN

Employees are eligible to participate in the Company's Profit Sharing Retirement Plan the first full pay cycle after completing twelve (12) consecutive months of service. A discretionary contribution equal to 6% of the annual base salary, up to IRS limits, would be made each year to each employee Profit Sharing Account. Vesting in the Profit Sharing Plan begins after the twenty-fourth (24) month of employment and becomes fully vested upon completion of forty eight (48) months of service.

TIME OFF

PAID TIME OFF – PTO

The amount of annual paid time off (PTO) an employee receives increases with their length of eligible service. All employees are eligible for three (3) weeks in the first year. Any unused PTO days in the preceding calendar year will be carried over to the next calendar year (provisions apply).

LEAVES OF ABSENCE

Employees may need to take time away from work that extends beyond the amount that PTO provides. For this reason, there are several available leaves of absence.

HOLIDAYS

Eleven (11) paid holidays are scheduled each year and vary based on location and local custom.

1. Jan 1 – New Year's Day
2. Feb 18 – President's Day
3. Apr 19 – Good Friday
4. May 27 – Memorial Day
5. Jul 4 – Independence Day
6. Sept 2 – Labor Day
7. Nov 28 – Thanksgiving Day
8. Nov 29 – Day after Thanksgiving
9. Dec 24 – Christmas Eve
10. Dec 25 – Christmas Day
11. Dec 31 – New Year's Eve

EMPLOYEE SERVICES

ADOPTION REIMBURSEMENT & FERTILITY BENEFITS

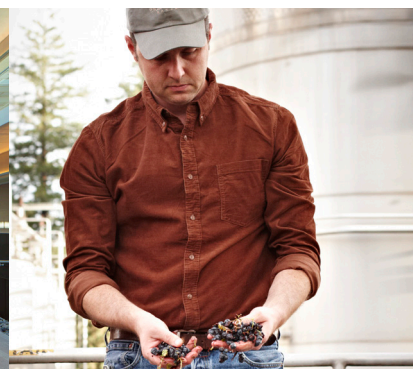
This program reimburses employees up to a maximum of \$10,000 per adoption for eligible adoption-related costs. Family planning assistance available for families through fertility preservation and reproductive technologies such as in-vitro fertilization.

RECOGNITION & AWARDS

Employees receive recognition for outstanding achievements, including cash and non-cash awards.

SERVICE AWARDS

The Company is proud of the number of long-term employees it has and enthusiastically supports appropriate recognition for length of service. These awards are presented to employees at five (5) year increments in recognition of their service to the Company.



WINE PURCHASE

All employees who are twenty-one (21) years of age are eligible to purchase wine at a discount through the Gallo Family Wine Shop. Each participant is able to purchase, at a special discount price, an allotment of thirty-six (36) cases each calendar year. Allotments are divided into a quarterly period of three (3) months.

WORK ENVIRONMENT

Gallo is committed to the success and safety of our employees. Gallo's work environment is designed to help employees grow and excel. Our culture values the different opinions, skill sets and abilities that come with our diverse workforce.

ERGONOMICS EVALUATIONS

Gallo provides ergonomic evaluations of employee workspaces. Any necessary adjustments will be made to reduce exposure to ergonomic hazards through modifications to equipment and processes and employee training.

EMPLOYEE CHARITABLE MATCH PROGRAM

The Employee Charitable Match Program allows employees to help direct our corporate giving by providing an opportunity to help their favorite charities. Under this policy, donations of \$50 or more made to qualifying organizations will be matched by the Company up to \$5,000 per year per employee.

EMPLOYEE CONVENIENCES

Gallo provides many on-site services for the convenience of our employee.

- Wine shop
- Commuter bus from the East Bay & Oakland
- Discounts available for concerts, hotels, theme parks, fitness centers, cellular plans & more
- Wine industry discounts
- Wine & spirits education
- Flexible and remote work options where applicable
- Summer hours where applicable
- On-site dry cleaning
- On-site credit union membership & ATM's

** Please note that some conveniences are not available at all locations.*



MYHEALTH CENTER

The MyHealth Center is located on the Gallo Campus in Modesto, at the end of Santa Rita Avenue. The Center is open Monday through Friday from 8:00 AM to 5:00PM, with Kaiser Permanente doctors available four (4) hours a day, alternating mornings and afternoons.

The MyHealth Center is available to employees, eligible spouses (or same-gender domestic partners) and dependent children. Services include Primary and Pediatric care, lab work, urgent care, management of chronic conditions, annual physical exams, immunizations, vaccinations and wellness screenings.

DIVERSITY & INCLUSION

Gallo has 7 Employee Resource Groups to help support diversity across the organization.

- Women of Wine (WOW)
- Gallo African American Network (GAAN)
- LGBTQ+
- Gallo Veterans Organization (GVO)
- Latino Association for Career Advancement & Social Advocacy
- Asian Society for Inclusion & Achievement
- enABLE Disability Network

