

Cheers!

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 (HSA). All plans cover preventive care, such as routine physical exams, wellness checkups, 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 your date of hire.

DENTAL PLAN

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

DISABILITY INSURANCE

Employees are automatically enrolled in our paid group disability coverage which pays 60% of your base salary.

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

Benefit coverage will begin on your first day of employment. The company provides coverage at three (3) times your 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. You may also purchase Spousal Life Insurance and Dependent Life Insurance for your 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 your age and plan.

FLEXIBLE SPENDING ACCOUNTS (HEALTH CARE AND DEPENDENT CARE)

Employees have the option to participate in three FSA accounts. These accounts are established by the IRS to allow you to make pre-tax contributions, up to \$5,000 per year for Dependent Care expenses associated with day care, and \$2,750 Health Care expenses associated with eligible out of pocket health care expenses, in addition to a limited purpose FSA for members of the high deductible HSA plans.

EMPLOYEE ASSISTANCE PROGRAM

Our Employee Assistance Program offers counseling to resolve workplace issues or challenges in our employees' personal lives. We also offer additional local programs and resources as well.

WELLNESS PROGRAM

We have partnered with The Vitality Group to offer our Gallo Vitality Wellness Program. We offer classes covering a wide range of topics such as nutrition, physical activity, weight management, and stress reduction. You may earn points for living a healthy lifestyle and can redeem points for prizes. We also offer an annual blood panel and genetic cancer screenings to assist with early detection.





RETIREMENT PLANS

401(k) MATCH PLAN

Employees are eligible to participate in the 401(k) Match Plan shortly after receiving their first paycheck. You may contribute to the plan from your salary on a pre-tax basis, an after-tax basis, or both. We will match the first 3% of your 401(k) contributions at 100%. You are also immediately vested in all employee and matching company contributions. Our plan offers a variety of investment options provided through the Vanguard Group. The amount of your 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 your Profit Sharing Account. Vesting in the Profit-Sharing Plan begins after twenty-four (24) months of your 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) you receive increases with your length of eligible service. You are eligible for three (3) weeks in your 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

We offer extended leaves of absence for employees that need to take time away from work that extends beyond their PTO allotment.

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. Jan 18 – Martin Luther King Jr. Day
3. Feb 15 – President's Day
4. May 31 – Memorial Day
5. Jul 5 – Independence Day
6. Sept 6 – Labor Day
7. Nov 25 – Thanksgiving Day
8. Nov 26 – Day after Thanksgiving
9. Dec 23 – Christmas Eve
10. Dec 24 – Christmas Day
11. Dec 31 – New Year's Eve

EMPLOYEE SERVICES

ADOPTION REIMBURSEMENT & FERTILITY BENEFITS

Our 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, including cash and non-cash awards for outstanding achievements through various programs.

SERVICE AWARDS

Gallo is proud of the number of long-term employees that we have and enthusiastically supports recognition for length of service. These service awards are presented at five (5) year increments.

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 can 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 employees.

- 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.

We also offer "Virtual Health Visits" for non-emergency medical inquiries. Virtual visits can be done by phone or video and are available to all full-time, benefits eligible employees, and their dependents over the age of 2.

DIVERSITY & INCLUSION

Gallo has 7 Employee Resource Groups that 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 (LA CASA)
- Asian Society for Inclusion & Achievement (ASIA)
- enABLE Disability Network