



FULL TIME EMPLOYMENT POLICY

Team member classifications

As a team member at stok you are classified as exempt, which – according to the State of California – means that you exercise discretion and independent judgment in your job and your salary is more than twice the State minimum wage. It also means that you are exempt from state and federal laws requiring the payment of overtime.

Full-time employment

stok is committed to providing full-time employment as the primary basis of our workforce. All team members are classified as either regular or temporary. Regular team members are team members hired for an indefinite term without a specific termination date. Regular Full-time Team Members work at least 30 hours per week and are eligible for all regularly offered benefit programs and plans subject to established waiting periods and other plan conditions.

Part-time employment

Regular Part-time team members work fewer than 30 hours per week and are eligible for pro-rated holiday pay, annual and sick leave. These team members are typically non-exempt and subject to overtime rules. Part-time employees are not eligible for other benefits.

Temporary/contract workers

stok may utilize the services of temporary or contract workers, who may be employed by an agency, self-employed or independently employed by stok. Temporary team members are team members hired for a defined and limited period with a specific, predetermined termination date. Temporary and contract team members are not eligible for any of stok-provided benefits plans, except benefits required by law, or as specified.