



## Join Our Team

At Value Place, we're looking for leaders who are ready for a challenge and looking for a company they can grow with. Our company culture is full of talented individuals with diverse backgrounds and diverse ways of thinking. It's these differences that yield new ideas as well as just make time at the office more fun. And right now is an exciting time to join the Value Place team. We're expanding our franchises, growing our brand and building our future. Be a part of it. Apply today.

### How We're Organized

Value Place consists of four major business units (franchise operations, real estate, construction and property management). Those units each play an important role in the development of the brand.

VALUE PLACE FRANCHISE SERVICES – this team is focused on the growth of the brand by selling franchise opportunities and servicing the needs of our franchisees. Four departments combine their efforts in this unit: quality control, training, brand consulting and strategic marketing.

VALUE PLACE REAL ESTATE SERVICES – this team is focused on the growth of the brand by selling, locating, buying and entitling the land on which we'll build our hotels. This team of experts knows the process needed to select the best property and negotiate its sale/lease on favorable terms, and the team works with local zoning and public planning boards and city/county governments to prepare a site for construction.

VALUE PLACE CONSTRUCTION SERVICES – this team of project managers and architects works with the general and subcontractors to build a Value Place from the ground up. A typical construction project takes 7 to 9 months to complete.

VALUE PLACE PROPERTY MANAGEMENT – this team is the largest group of employees. Working at the properties, the team delivers a clean and safe experience to our guests every day. We have needs for entry-level property managers, experienced middle managers and experts in new property opening, local area marketing, accounting, finance and information technology.





## Value Place Benefits

This is only a summary of the benefits we offer. Benefit options differ between full- and part-time employees and between home office and field employees. When you join the Value Place team, you will receive detailed information about eligibility, enrollment and other important information in a special new-hire packet.

### FREE LODGING PRIVILEGES

Many of our employees live on site. Because we need employees on site to respond around the clock to customer emergencies or catastrophic events (fire, tornado, hurricane, etc.), we pay 100% of their lodging costs, plus local phone and Internet.



### RETIREMENT PLAN

Participation is offered to all eligible employees. The plan is funded by company contributions to individual accounts. Company contributions are made when the company meets profitability goals set each year.

The 401(k) plan is designed to help employees to prepare for the future. Eligible employees may contribute a percent of their pay to the plan on a pretax basis. A company match is offered based on employee groups. Rollovers are accepted from the employee's former employer's qualified plan.

### MEDICAL INSURANCE

Employees may choose to participate in the medical plan options depending on their lifestyle, needs and priorities through a cafeteria-style flexible benefits program. Payroll deductions are very reasonable.

### DENTAL INSURANCE

Dental coverage is offered through the medical plan. All dental coverage options include preventive, basic and major care.

### VISION

Vision coverage is offered to provide eyewear and contacts. Eye exams are currently not a covered expense.

### LIFE INSURANCE

Basic life insurance is provided to all employees at no cost. Coverage is 2X annual salary rounded up to the nearest \$1000. Optional employee and dependent life insurance is also available.

### SICK LEAVE, VACATION AND HOLIDAYS

Depending on employment classifications, employees are able to accrue time off for personal illness and vacation. Employees celebrate several paid holidays throughout the calendar year based on their employment classifications.

### DISABILITY INSURANCE

The company pays 100% of the premium for short- and long-term disability coverage. Eligibility is based upon your employment classification.

### OTHER BENEFITS

Dependent Care Spending Account · Healthcare Spending Account · Mental Health Chemical Dependency/Employee Assistance Program

This information provides brief highlights of our benefits program. When enrolled, you will receive a summary plan description (SPD). It details your rights and the conditions of coverage for each benefit plan. Receiving this information is not a guarantee of future or continued employment or benefits. Value Place reserves the right to terminate or change any plan at any time.