

## 2021 SALARY TEAM MEMBER BENEFITS

Benefit	Description	Eligibility Requirements
Medical Insurance	Choice of multiple plans with multiple insurance carriers offered through a Private Health Exchange	Upon Hire
Dental Insurance	Choice of multiple plans with multiple insurance carriers offered through a Private Health Exchange	Upon Hire
Vision Insurance	Choice of multiple plans with multiple insurance carriers offered through a Private Health Exchange	Upon Hire
Day Care FSA	Use pre-tax dollars to pay for out-of-pocket child and elder care expenses (not health expenses)	Upon Hire
Health Savings Account (HSA)	Use pre-tax dollars to pay for out-of-pocket health care expenses	Upon enrollment in Bronze, Bronze+ or Silver Medical plan
Healthcare FSA	Use pre-tax dollars to pay for out-of-pocket health care expenses	Upon Hire
Short Term Disability	Provides up to 90 days of full pay, or a combination of full pay and 2/3 pay, based on length of employment	Upon Hire
Long Term Disability	Provides up to 66.67% of monthly wage replacement after 90 days	Upon Hire
Life Insurance	Company-provided death benefit of 1X annual wages	Upon Hire
Life Insurance -- Additional	Provides a death benefit up to 5X annual wages	Upon Hire
Dependent Life	Provides life insurance for eligible dependents Spouse \$25,000; Child \$10,000	Upon Hire
1st Day Choice Medical*	Pays fixed cash benefits for medical services <b>*Does not meet ACA mandate for Medical insurance</b>	Upon Hire
Accident Insurance	Pays cash in cases of accident injuries such as serious lacerations, burns, sprains, dislocations and more	Upon Hire

Benefit	Description	Eligibility Requirements
Teladoc Plus	Teladoc, Retail and Urgent Care discount and discount prescriptions bundled together in one convenient benefit	Upon Hire
Critical Illness Insurance	Pays a lump sum if you suffer a heart attack, stroke, cancer or other critical illness	Upon Hire
Hospital Indemnity	Provides cash benefits associated with a covered hospital stay due to sickness including pregnancy or accident	Upon Hire
Darden Savings Plan (401K)	Contribute up to 25% of your pay on a before- or after-tax basis	Upon Hire Must be 21 years of age
Darden Savings Plan (401K) Company Match	Darden will match up to 6% of your contributions; match can range from 25% to 120%, depending on company performance; 5-year vesting schedule	After 1 year of service Must be at least age 21 years of age Annual income less than \$125,000
Retirement Plus Benefit	Darden contributes 1.5% of your eligible pay to your Darden Savings Plan (401K) account; 5-year vesting schedule	After 1 year of service Must be at least 21 years of age Annual income less than \$125,000
Employee Stock Purchase Plan	15% discount on purchase of Darden (DRI) stock; purchase up to \$5,000 in DRI stock each calendar quarter	After 1 year of service averaging 20 or more hours per week
Bereavement	Up to 20 days paid	Upon Hire
Jury Duty	Up to 10 days paid	Upon Hire
Parental Leave	Up to 10 days; runs concurrently with STD if receiving disability income	Upon Hire
Group Legal Plan	Prepaid legal service covers a variety of issues including real estate transactions, will and trust preparation, divorce, bankruptcy, etc.	Upon Hire
Group Home/Auto Insurance	Discounted insurance for home and auto	Upon Hire
Identity Theft Protection	Credit monitoring of all 3 credit bureaus, social media networks, public records, fraud resolution, expense reimbursement, etc.	Upon Hire

Benefit	Description	Eligibility Requirements
Pet Insurance	Health insurance for pets	Upon Hire
Darden Dimes	Emergency Assistance Fund funded by team members for team members	Upon Hire
Dining Discount	35% discount on pre-loaded dining card up to \$500 per month; \$2,000 maximum card balance at any time	Upon Hire
Discounted Darden Gift Cards	25% discount on purchase of Darden gift cards	Upon Hire
Discount Mall	Over 100,000 discount offers from brands you love	Upon Hire
Adoption Reimbursement	Reimbursement of up to \$5,000 per adopted child for expenses such as court fees, legal fees and transportation expenses	Upon Hire
Tuition Reimbursement	Reimbursement is subject to the following maximum limit per fiscal year: \$5,250 for Graduate and Undergraduate courses	After 6 months of service
Advocacy Services	Service provides a helping hand when you need it ... from understanding and using your health care benefits to helping you find answers about your retirement plan	Upon Hire
Work/Life Assistance Program	Professional support, resources and information for personal and work-life challenges at no cost	Upon Hire
2nd.MD	Provides a virtual second opinion service from nationally recognized doctors	Upon Hire Must be enrolled in Darden Major Medical
Paid Time for Care of a Family Member	To care for spouse, child or parent who has a serious health condition	After 1 year of service
Well-Being	Access to well-being programs, websites and tips that can help you and your family enjoy physical, financial and emotional health	Upon Hire

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