

## 2021 HOURLY TEAM MEMBER BENEFITS

Benefit	Description	Eligibility Requirements
Medical Insurance	Choice of multiple plans with multiple insurance carriers offered through a Private Health Exchange	After 1 year of service averaging 30 or more hours per week
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
Short Term Disability*	Provides 60% replacement income for up to 26 weeks <b>*Not available in CA, HI, NJ, NY, RI and WA</b>	Upon Hire
Long Term Disability	Provides 50% of income replacement after 26 weeks	After 1 year of service averaging 20 or more hours per week
Paid Sick Leave*	Team members earn one hour of paid sick leave for every 30 hours worked and can use up to 40 hours of paid sick leave per calendar year	Upon Hire <b>*Team Members working in locations that are subject to a mandated paid sick and safe leave law or mandated paid vacation leave law will accrue time and receive pay under those policies instead of the Darden Paid Sick Leave program</b>
Paid Family Medical Leave	Pays up to two weeks of PFML in rolling 12-month period for qualified events	After 1 year of service
Life Insurance	Choice of coverage amount: \$10,000; \$15,000; \$20,000	Upon Hire
Dependent Life*	Provides life insurance for eligible dependents Spouse \$10,000; Child \$5,000 <b>*Team Member must enroll in Life Insurance in order purchase Dependent Life</b>	Upon Hire

Benefit	Description	Eligibility Requirements
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
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 hospital stay due to covered 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
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
Work/Life Assistance Program	Professional support, resources and information for personal and work-life challenges at no cost	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
Pet Insurance	Health insurance for pets	Upon Hire
Darden Dimes	Emergency Assistance Fund funded by team members for team members	Upon Hire

Benefit	Description	Eligibility Requirements
Dining Discount	25% discount on food and non-alcoholic beverages for you and up to seven guests at all Darden restaurants	Upon Hire
Discount Mall	Over 100,000 discount offers from brands you love	Upon Hire
Stride Health	Resource to assist team members with navigation and enrollment in the Government and State Healthcare Exchanges	Upon Hire
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
2nd.MD	Provides a virtual second opinion service from nationally recognized doctors	Upon Hire Must be enrolled in Darden Major Medical
Well-Being	Access to well-being programs, resources and tips that can help you and your family enjoy physical, financial and emotional health	Upon Hire

Disclaimer: The material provided here is for informational purposes only and is not a guarantee of coverage or plan provisions. All information shown is subject to updating, correcting or revising. For current team members only, copies of plan documents are available upon request from the Total Rewards Service Center. If there are any discrepancies between this material and the information contained in the Plan documents, the Plan documents prevail.