

PERKS



CELL PHONE DISCOUNT & DARDEN DISCOUNT MALL

15% OFF YOUR CELL PHONE BILL AND MORE! More than 100,000 discount offers from brands you love for items such as insurance, tickets and hotels, etc.

CAREER GROWTH & ANNUAL REVIEWS

We got you! 99% of our General Managers are promoted from within.

DARDEN DIMES

A Team Member emergency assistance fund designed to help team members when life gets rough. Whether you need help or want to help, funded solely by team members across the country, it can make a real difference in our team members lives.

D.A.Y.S. – DARDEN AT YOUR SERVICE

(Employee Assistance Program)

A free, confidential benefit to help you and your family with life's challenges. If you need help from a professional with a personal issue, financial question, legal concern – or simply need to talk about how you're feeling, D.A.Y.S. is available 24/7/365. Phone: (833) 717-DAYS Online: DardenAtYourService.com Group Code: Darden



ADVOCACY SERVICES

Advocacy Services provides a helping hand when you need it. **CONNECT TO A HEALTH PRO® WHO CAN HELP YOU:** Understand your health care/benefits system, resolve billing and insurance claim disputes, find doctors, hospitals, etc, understand medical diagnoses, treatments and options. Contact: (855) 201-7638 or Healthpro@compassphs.com

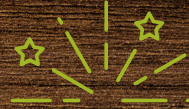
ADOPTION REIMBURSEMENT

Reimbursement benefit that pays up to \$5,000 per adopted child

TUITION REIMBURSEMENT

Reimbursement of up to \$5,250 per year for courses that lead to a degree or part of a degree-seeking curriculum

PERKS



WEEKLY PAY & FLEXIBLE SCHEDULES

Thanksgiving and Christmas off!
Average 45 hour work week

VACATION & FLEX TIME

Every Manager receives 5 flex days annually and vacation time based on their tenure:
1 – 4 years = 2 weeks 5 – 9 years = 3 weeks
10 – 14 years = 4 weeks 15+ years = 5 weeks

OG SHIFT MEALS & DARDEN MANAGER DISCOUNT

1 meal provided per shift and enjoy 35% discount on your pre-loaded dining card when you dine at any Darden restaurant.

DARDEN GIFT CARDS

25% discount available for purchase of gift cards; offered annually.



RESTAURANT MANAGER BENEFITS



TOTAL REWARDS

When you work at **Olive Garden**, you're family. We want every person who walks through our doors to feel welcome and accepted. Connections are especially strong among our team members, who develop life-long friendships that extend beyond the workplace.



BENEFITS



YOU HAVE 31 DAYS FROM YOUR HIRE DATE TO ENROLL IN BENEFITS!

SAVINGS



DARDEN SAVINGS PLAN (401K)

You can contribute up to 75% of your pay to the Darden 401(k) on a before- or after-tax basis.

DARDEN SAVINGS PLAN (401K) COMPANY MATCH

Darden will match up to 6% of your contributions after age 21, 1 year of service and 1,000 hours. Match can be up to 120% depending on company performance. 6 year vesting schedule.

EMPLOYEE STOCK PURCHASE PLAN (ESPP)

Take advantage of a 15% discount purchase of Darden (DRI) stock. You can elect to deduct up to \$5,000 per quarter toward the purchase of Darden stock.



CONTACTS



HELP US REACH YOU

Update your mailing and email address on [krowD > My Total Rewards > Update Address and Update Email Address](#) buttons

MORE INFORMATION

A complete list of benefits and plan details including costs can be found online at [krowD > My Total Rewards](#)

QUESTIONS?

Still have questions about the "menu"? We are here to help at 855-201-7638 or email totalrewards@darden.com. For leave questions contact Sedgewick 866-901-0258

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. 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.

MEDICAL

Darden offers 5 major medical plans offered by multiple insurance carriers. Eligible dependents are also covered

DENTAL & VISION

Choose from multiple plans with multiple insurance carriers

DAY CARE FLEXIBLE SPENDING ACCOUNT (FSA)

Use pre-tax dollars to pay for out-of-pocket child and elder care expenses (not health expenses). Money saved in the FSA must be used in the calendar year or the dollars will be forfeited

HEALTH CARE FLEXIBLE SPENDING ACCOUNT (FSA)

Use pre-tax dollars to pay for eligible medical, dental and vision expenses. Money saved in the FSA must be used in the calendar year or the dollars will be forfeited

HEALTH SAVINGS ACCOUNT (HSA)

Use pre-tax dollars to pay for eligible medical, dental and vision expenses. The HSA offers a triple-tax advantage; contributions are made pre-tax, the funds grow tax-free and qualified withdrawals are tax-free

SHORT-TERM DISABILITY (STD)

STD coverage will pay up to 100% of your regular pay for a defined period (This includes maternity leave)

LONG-TERM DISABILITY (LTD)

LTD if enrolled, you will generally receive 66.67% of your eligible monthly pay. Payments will start after you have been disabled for 90 days

LIFE INSURANCE

Upon hire you are automatically enrolled in life insurance coverage at one times your annual wages. Optional Supplemental Life Insurance is also available in coverage amounts of \$10,000; \$15,000; \$20,000; \$50,000 or \$100,000

SPOUSE/DOMESTIC PARTNER LIFE

Provides up to \$100,000 in coverage for eligible spouse/domestic partner. Spouse/domestic partner amounts are limited to 100% of team member coverage amount

CHILD LIFE

Provides life insurance for your child, up to age 23: \$10,000 or \$20,000

1ST DAY CHOICE MEDICAL

Pays fixed cash benefits for medical services. *Does not meet ACA mandate for Medical insurance

ACCIDENT INSURANCE

Pays cash in cases of accident injuries such as serious lacerations, burns, sprains, dislocations, and more

TELADOC PLUS

Teladoc, Behavioral Health Visits, Urgent Care Discount and Discounted Prescriptions bundled together in one convenient benefit

CRITICAL ILLNESS INSURANCE

Pays a lump sum if you suffer a heart attack, stroke, cancer and other critical illnesses

HOSPITAL INDEMNITY

Provides cash benefits associated with a covered hospital stay due to covered sickness including pregnancy or accident

GROUP LEGAL

Prepaid legal service covers a variety of issues including real estate transactions, will and trust preparation, divorce, bankruptcy, etc.

GROUP HOME/AUTO INSURANCE

Discounted insurance for Home and Auto

IDENTITY THEFT PROTECTION

Safeguard your identity with credit monitoring of all 3 credit bureaus, social media networks, public records, fraud resolution, expense reimbursement, etc.

PET INSURANCE

Health insurance for pets

FEDERAL AND STATE INSURANCE MARKETPLACE

Your state's health insurance marketplace offers multiple individual insurance choices from different insurance carriers. Stride Health helps you navigate your individual insurance coverage options to find the right plan for your budget

PARENTAL LEAVE

You may take up to two weeks of paid parental leave for the birth or adoption of a child or upon becoming a foster parent

AYCO SURVIVOR SUPPORT

Financial counseling service is a darden-provided benefit designed to help you navigate the complex financial issues following the loss of a loved one

NATIONAL TOBACCO QUIT LINE

Health/lifestyle coach with online resources and free nicotine replacement therapy