



2021 FULL-TIME EMPLOYEE BENEFIT OFFERINGS

Discount Tire / America's Tire / Discount Tire Direct (the Company) makes investments in benefits, programs and services that help employees and their families stay healthy. This benefit overview is designed to assist you in your employment decision and outline our benefit offerings. Employees and their eligible dependents may elect to enroll for benefit coverage after 90 days of employment.

The Company cares for and cultivates our people by continuously making adjustments and enhancements to our benefit programs and by paying a large share of medical and dental premium costs. We strive to keep your costs affordable while providing the best possible value and coverage.

MEDICAL INSURANCE

- Provided by United Healthcare (PPO & Health Savings options) Compare your health plan options now at: discounttire.welcometouhc.com
- Health Savings Plan option includes Health Savings Account (HSA); Company contributes to HSA (\$500 individual /\$1,000 family) and you can contribute to your HSA tax free
- Preventive visits are covered at 100%
- Health and Dependent Care Flexible Spending Accounts

DENTAL INSURANCE

- Provided by Delta Dental of Illinois
- Extensive dental provider network
- Plan provides two cleanings a year covered at 100%
- Orthodontia coverage

VISION INSURANCE

- Provided by Superior Vision
- Free eye exams every 12 months
- Yearly allowance for frames and contacts
- Discounts available for refractive surgery (LASIK)

LIFE/DISABILITY INSURANCE

- Provided by Cigna
- Basic life insurance – less than \$1 a week
- Additional employee life, legal spouse life, and child life insurance are also available
- Short and long term disability insurance available

CARE@WORK

- Annual Care.com membership includes 24/7 access to prescreened providers
- 10 Company subsidized days for child or adult care
- KinderCare Learning Center discounts
- Arrange all your care needs in one location

REFERRAL BONUSES

- Earn \$750 bonus for referring someone for a full-time position, \$250 for a part-time position (payable after 90 days of employment)

PAID TIME OFF/HOLIDAYS

- Paid time off for full-time employees
- Prorated first year
- Paid holidays: 7 days

401(K) RETIREMENT PLAN

- Employees age 21 and older are eligible for the plan after completing 1,000 hours of service
- The Company matches your contributions \$1.00 for every \$1.00 you contribute up to 6% of your compensation
- 100% vested after 3 years of service

ADDITIONAL BENEFITS

- Legal insurance provided by LegalGUARD
- Pet insurance provided by Nationwide
- Travel and Money Management assistance for those who enroll in Cigna life and/or disability insurance
- No cost Employee Assistance Program (EAP) for mental health, financial & legal services
- Wellness program with personal health profiles and health coaching
- Tuition reimbursement and dependent scholarships
- Special employee pricing for tires and wheels, available to purchase through payroll deduction
- Exclusive employee discounts at hundreds of national and local merchants through PerkSpot