



At Safelite we look for ways to invest in you, our most valued resource. That means giving you access to benefits that make your health, wealth, and life richer. Take a look at this information to see what we offer to keep you and your family happy, healthy, and well.

As a **Part Time Associate**, Safelite offers the following benefits for you and your family. Unless otherwise specified, your benefit coverage is effective first of the month following 30 days of consecutive employment. You have 30 days from your date of hire to enroll.

Benefit	Description																
RETIREMENT	<p>For every \$1 you save, Safelite will contribute \$0.50 on the first 8% of your pay.</p> <p>You will be automatically enrolled at a 3% contribution rate unless you opt-out or change your contribution percentage. The plan also offers a feature where your payroll contribution automatically increases by 1% each year.</p> <table border="1" data-bbox="609 751 1432 976"> <thead> <tr> <th colspan="2" data-bbox="609 751 992 814">Safelite® Contribution: (up to 8% of pay)</th> <th colspan="2" data-bbox="1032 751 1432 814">Vesting Schedule:</th> </tr> <tr> <th data-bbox="609 814 802 873">Cents on each dollar</th> <th data-bbox="802 814 992 873">Maximum match</th> <th data-bbox="1032 814 1232 873">Years of service</th> <th data-bbox="1232 814 1432 873">Vesting %</th> </tr> </thead> <tbody> <tr> <td data-bbox="609 873 802 932">\$0.50</td> <td data-bbox="802 873 992 932">4%</td> <td data-bbox="1032 873 1232 932">Less than 3 years</td> <td data-bbox="1232 873 1432 932">0%</td> </tr> <tr> <td colspan="2" data-bbox="609 932 992 976"></td> <td data-bbox="1032 932 1232 976">3 + years</td> <td data-bbox="1232 932 1432 976">100%</td> </tr> </tbody> </table>	Safelite® Contribution: (up to 8% of pay)		Vesting Schedule:		Cents on each dollar	Maximum match	Years of service	Vesting %	\$0.50	4%	Less than 3 years	0%			3 + years	100%
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OTHER BENEFITS	<p>Volunteer Charity Day</p> <p>Associates receive one (1) paid day to volunteer at the charity of their choice in each calendar year.</p>																
	<p>Military Leave</p> <p>Safelite is committed to supporting the job rights of our associates who are absent for military duties. Safelite will pay the associate the difference between regular pay and military pay based on their length of service at date of activation.</p>																
	<p>Parental Leave</p> <p>Safelite cares about you and wants to support your need for time away from work after welcoming a new child. Paid parental leave is available to eligible associates for up to two (2) continuous weeks. See specific policies for eligibility and guidelines.</p>																
	<p>Other Leaves</p> <p>Safelite understands that you may need to take time off from work for a variety of reasons. For that reason, we offer jury duty leave, personal and family & medical leave to assist you with those needs. See specific policies for eligibility.</p>																
	<p>Tuition Reimbursement</p> <p>Safelite is committed to the development and education of its associates. We provide tuition reimbursement (\$1,000 annually) to part time associates with at least one (1) year of service with the company.</p>																
	<p>SupportLinc (EAP)</p> <p>Upon your employment, you and your family members receive free, confidential support for a variety of situations 24 hours a day, seven days a week. In addition, SupportLinc will provide work-life assistance such as referrals for childcare and elder care, as well as free legal and financial consultations.</p>																
<p>Associate Discount Site & Voluntary Benefits</p> <p>Discounts on products and services, such as gym memberships and weight loss programs, are at your fingertips at Safelitebenefits.com You can enroll in a variety of additional benefits that help you keep your work and life in balance, such as critical illness insurance and identity theft services.</p>																	

This information highlights the company's benefits programs and is not intended as a contractual offer or a guarantee of employment. Plans described are subject to the specific terms and provisions of the legal documents governing the plans. The company expects to continue the plans and programs described but reserves the right to change or discontinue such plans or programs at any time.

