

2024 Total Rewards Summary



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 **Full-Time Associate**, Safelite offers an extensive collection of Benefits for you and your family. Unless otherwise specified, your benefit coverage is effective following 30 days of consecutive employment. You have 30 days from your date of hire to enroll.



	Benefit	Description																
Healthcare	Medical Prescription Drug Dental Vision	Check out our benefits enrollment experience called My Choice , which puts you in the Driver's Seat, by giving you a variety of healthcare options and costs to choose from. Resources to help you along the way are available at Safelitebenefits.com .																
HSA	Health Savings Account (HSA)	A Health Savings Account (HSA) is a personal bank account that works with your medical plan option. It allows you to set aside tax-free money to pay for qualified health care expenses. You decide how much money you want to save in your HSA, and you can change it at any time.																
FSA	Healthcare Flexible Spending Account	You can contribute up to \$3,050 per year on a pre-tax basis to use for eligible medical, dental and vision expenses that are not covered by a health care plan. All benefit eligible associates who are not enrolled in the HSA, even if not enrolled in a Safelite medical plan, are eligible.																
	Dependent Day Care Flexible Spending Account	A Dependent Day Care Flexible Spending Account allows you to use pre-tax dollars for expenses related to childcare, the care of a disabled spouse or elderly parent. You can contribute \$2,500 if you are married, filing separate tax returns or \$5,000 per individual or married filing a joint return.																
Retirement & Income Protection	401(k) Retirement Savings Plan	For every \$1 you save, Safelite will contribute \$0.50 on the first 8% of your pay.																
		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.																
		<table><tr><th colspan="2">Safelite® Contribution: (up to 8% of pay)</th><th colspan="2">Vesting Schedule:</th></tr><tr><th>Cents on each dollar</th><th>Maximum match</th><th>Years of service</th><th>Vesting %</th></tr><tr><td>\$0.50</td><td>4%</td><td>Less than 3 years</td><td>0%</td></tr><tr><td></td><td></td><td>3 + years</td><td>100%</td></tr></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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Short-term Disability	A benefit of 60% (minus taxes) of your covered weekly salary is provided at no cost to you. The benefit continues for 26 weeks or until you are no longer disabled, whichever comes first.																	
Long-term Disability	You can purchase coverage of 60% of your covered monthly salary, which provides financial assistance if you are unable to work for more than six months.																	

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	Benefit	Description
Survivor Protection	Basic Life	Coverage of one times your covered annual salary is free to you and is effective after 30 days of employment.
	Basic AD&D	Coverage of one times your covered annual salary is free to you and is effective after 30 days of employment
	Optional Life	You can purchase additional life insurance for yourself of one, two, three, four or five times your covered annual salary, up to \$1,500,000.
	Optional AD&D	If you purchase additional life insurance for yourself, you can also purchase additional AD&D insurance for yourself of one, two, three, four or five times your covered annual salary, up to \$1,500,000.
	Dependent Life	You can purchase \$10,000 or \$20,000 of life insurance coverage for your spouse or domestic partner and/or \$5,000 or \$10,000 of life insurance coverage for each of your dependent children.
Other Benefits	Paid Time Off (PTO) & Holidays	You will be entitled to a set number of days for PTO per year in accordance with our PTO policy. In addition, we currently provide eligible employees with six (6) paid holidays each year.
	Volunteer Charity Day	Associates receive one (1) paid day to volunteer at the charity of their choice in each calendar year.
	Military Leave	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.
	Parental Leave	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. Eligibility requirements must be met, see specific policy for details.
	Family Leave	Safelite is committed to a culture that helps you meet the demands of family and work responsibilities. Eligible full-time associates receive one (1) week paid family leave to take care of a spouse, parent or child with a serious health condition. See specific policy for details.
	Other Leaves	Safelite understands that you may need to take time off from work for a variety of reasons. For that reason, we offer bereavement leave, jury duty leave, personal and family & medical leave to assist you with those needs. See specific policies for details.
	Tuition Reimbursement	Safelite is committed to the development and education of its associates. We provide tuition reimbursement (\$5,250 annually) to full time associates with at least six (6) months of service with the company.
	SupportLinc (EAP)	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.
	Associate Discount Site & Voluntary Benefits	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.

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.

