

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 **Part Time Associate**, Safelite offers the following 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																
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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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. See specific policies for eligibility and guidelines.																
Other Leaves	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.																
Tuition Reimbursement	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.																
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, hospital indemnity and accident insurance, group legal services, identity theft protection, pet insurance and purchasing power services.																