

PERKS



WEEKLY PAY & FLEXIBLE SCHEDULES

Thanksgiving and Christmas day off!

OLIVE GARDEN SHIFT MEALS

Receive free items soup and salad, or create your own pasta. Want a full meal off the menu? 50% off!

DARDEN BRANDS DISCOUNT

25% discount available for food and non-alcoholic beverages for you and up to 7 guests at ALL Darden restaurants.

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! 80% of our 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



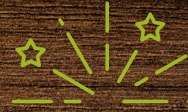
ADVOCACY SERVICES

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

WELL-BEING

Check out the Well-Being tab on My Total Rewards for tips, websites, and well-being programs that can help you and your family enjoy physical, financial, and emotional health

PERKS



CERTIFIED TRAINER AND PROFESSIONAL DEVELOPMENT

"Pathway to Promotion" provided for you!

TEAM MEMBER OF THE YEAR

They are celebrated at GM Conference and awarded prize money!

NEW RESTAURANT OPENINGS

Need a new scene or love travel! So many opportunities to travel around the country and help open new restaurants

#MYOLIVEGARDENFAM

Love working for Olive Garden? Share why on your favorite social media platforms for a chance to be featured on our Careers social channels



TEAM MEMBER 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.

Olive Garden
ITALIAN KITCHEN

BENEFITS



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

MEDICAL

After 52 weeks averaging 30 or more hours per week, you can enroll and choose from multiple plans with multiple insurance carriers offered through a Private Health Exchange

DENTAL & VISION

Upon hire choose from multiple plans with multiple insurance carriers offered through a Private Health Exchange

DAY CARE FLEXIBLE SPENDING ACCOUNT (FSA)

Use pre-tax dollars to pay for out-of-pocket child and elder care expenses (not health expenses)

HEALTH SAVINGS ACCOUNT (HSA)

Use pre-tax dollars to pay for out-of-pocket health care expenses when you are enrolled in a high deductible plan. HSA provides triple tax advantages

PAID FAMILY MEDICAL LEAVE (PFML)

Offers up to 2 weeks of paid leave to Team Members, with 1 year of service, who need time to attend qualifying life matters like a serious personal or family health condition or to care for a new child

SHORT-TERM DISABILITY (STD)

STD coverage provides 60% replacement income for up to 26 weeks of disability

LONG-TERM DISABILITY (LTD)

After 1 year of service averaging 20 or more hours per week, you can enroll in LTD coverage. LTD coverage provides 50% of income replacement after 26 weeks of disability

LIFE INSURANCE

Choose between five coverage amounts: \$10,000; \$15,000; \$20,000; \$50,000 and \$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

PET INSURANCE

Health insurance for pets

PAID SICK LEAVE **USE UP TO 5 DAYS A YEAR!**

When you need to care for your own personal illness or injury, or to care for a family member with an illness or injury. Accrue one hour for every 30 hours worked for eligible team members. *May vary by state

ANNIVERSARY PAY **AFTER 2 YEARS WITH US, YOU GET PAID!**

Based on your average hours worked and your tenure. Paid as a lump sum after your anniversary date!

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.

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. You can easily check to see if you qualify for a government subsidy to save money on your monthly premium cost. Individuals who qualify for a subsidy save over \$300 per month on average! If you are eligible for Darden Major Medical coverage, you may not be eligible for a government subsidy. <https://darden.stridehealth.com/coverage>

SAVINGS



DARDEN SAVINGS PLAN (401K)

Upon hire and at least 18 years of age you can contribute up to 75% of your pay 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)

After one year of service and averaging more than 20 hours per week you can take advantage of a 15% discount purchase of Darden (DRI) stock. Deduct up to \$380 per week 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.