



## 2026 Retail Benefits Overview

Benefits are effective the first day of the month following the end of a 60 day wait period

Medical, dental, vision offered to all full time team members (30+ hours a week)

401(k) eligibility on the 1st of the quarter following 6 months of employment

401(k) company match is 100% of the first 3% and then 50% of the next 2%

Employee Referral Bonus ranging from \$50 up to \$1,000



## Paid Time Off & Additional Benefits

All regular full-time team members are eligible for PTO.

PTO begins to accrue on the first day of employment.

POSITIONS	LENGTH OF EMPLOYMENT	TIME ACCRUED - PER PAY	TIME ACCRUED - ANNUAL	PAID HOLIDAYS
<ul style="list-style-type: none"> <li>Area Manager</li> <li>District Manager Sr.</li> <li>District Manager</li> <li>Regional Director</li> </ul>	1st Day	4.92 Hours	16 Days (128 Hours)	<ul style="list-style-type: none"> <li>New Year's Day</li> <li>Martin Luther King Jr. Day</li> <li>Presidents' Day</li> <li>Memorial Day</li> <li>Independence Day</li> <li>Labor Day</li> <li>Thanksgiving Day</li> <li>Christmas Day</li> <li>2 Floating Holidays</li> <li>Earn 1 floating holiday each when working 5 days the:               <ul style="list-style-type: none"> <li>- Week of Thanksgiving</li> <li>- Week of Christmas</li> </ul> </li> </ul>
	5th Year	6.46 Hours	21 Days (168 Hours)	

POSITIONS	LENGTH OF EMPLOYMENT	TIME ACCRUED - PER PAY	TIME ACCRUED - ANNUAL	STORES CLOSED
<ul style="list-style-type: none"> <li>Store Manager</li> <li>Sr. Store Manager</li> <li>Assistant Store Manager</li> <li>Sr. Team Sales Lead (FT)</li> <li>Receiving &amp; Inventory Manager</li> <li>Receiving &amp; Inventory Specialist (FT)</li> </ul>	1st Day	4.307 Hours	14 Days (112 Hours)	<ul style="list-style-type: none"> <li>Thanksgiving Day</li> <li>Christmas Day</li> </ul>
	5th Year	5.846 Hours	19 Days (152 Hours)	

40% Shopping Discount

Garner Health Navigation & Reimbursement Account

Paid Maternity and Parental Leave, after one year

AXA Worldwide Travel Assistance

*This only serves as an overview, for additional details and eligibility please review the Retail Handbook & Benefits Guide.*