

2024 SALARY TEAM MEMBER BENEFITS



Benefit	Description	Eligibility Requirements
Medical Insurance	Choice of multiple plans with multiple insurance carriers offered through a Private Health Exchange	Upon Hire
Dental Insurance	Choice of multiple plans with multiple insurance carriers offered through a Private Health Exchange	Upon Hire
Vision Insurance	Choice of multiple plans with multiple insurance carriers offered through a Private Health Exchange	Upon Hire
Day Care FSA	Use pre-tax dollars to pay for out-of-pocket child and elder care expenses (not health expenses)	Upon Hire Annual income less than \$155,000
Health Savings Account (HSA)	Use pre-tax dollars to pay for out-of-pocket health care expenses	Upon enrollment in Bronze, Bronze+ or Silver Medical plan
Healthcare FSA	Use pre-tax dollars to pay for out-of-pocket health care expenses	Upon Hire
Short Term Disability	Provides up to 90 days of full pay, or a combination of full pay and 2/3 pay, based on length of employment	Upon Hire
Long Term Disability	Provides up to 66.67% of monthly wage replacement after 90 days	Upon Hire
Life Insurance	Company-provided death benefit of 1X-4X annual wages	Upon Hire
Life Insurance -- Additional	Provides a death benefit up to 5X annual wages	Upon Hire
Spouse/Domestic Partner Life Insurance	Provides life insurance for eligible spouse/domestic partner in increments of \$10,000 up to \$150,000	Upon Hire
Child Life Insurance	Provides life insurance for dependent children up to age 26, select \$10,000 or \$20,000 coverage amounts	Upon Hire
1st Day Choice Medical*	Partners with your major medical plan to pay you for covered services. *Does not meet ACA mandate for Medical insurance	Upon Hire
Accident Insurance	Provides money to help pay for expenses that result from unexpected accidents such as medical bills, transportation costs and childcare expenses.	Upon Hire

Benefit	Description	Eligibility Requirements
Teladoc Plus	Teladoc, Retail and Urgent Care discounts and discount prescriptions bundled together in one convenient benefit	Upon Hire
Critical Illness Insurance	Pays a lump sum if you suffer a heart attack, stroke, cancer or other critical illness	Upon Hire
Hospital Indemnity	Provides cash benefits associated with a covered hospital stay due to sickness including pregnancy or accident	Upon Hire
Darden Savings Plan (401K)	Contribute up to 75% of your pay on a before- or after-tax basis	Upon Hire Must be 18 years of age
Darden Savings Plan (401K) Company Match	Darden will match up to 6% of your contributions; match can range from 25% to 120%, depending on company performance; 6-year vesting schedule	After 1 year of service Must be at least age 21 years of age Annual income less than \$155,000
Retirement Plus Benefit	Darden contributes 1.5% of your eligible pay to your Darden Savings Plan (401K) account; 6-year vesting schedule	After 1 year of service Must be at least 21 years of age Annual income less than \$155,000
Employee Stock Purchase Plan	15% discount on purchase of Darden (DRI) stock; purchase up to \$5,000 in DRI stock each calendar quarter	After 1 year of service averaging 20 or more hours per week
Bereavement	Up to 20 days paid	Upon Hire
Jury Duty	Up to 10 days paid	Upon Hire
Paid Time for Care of a Family Member	Up to 10 days paid to care for a spouse, child or parent who has a serious health condition	After 1 year of service
Parental Leave	Up to 10 days	Upon Hire
Group Legal Plan	Prepaid legal service covers a variety of issues including real estate transactions, will and trust preparation, divorce, bankruptcy, etc.	Upon Hire
Group Home/Auto Insurance	Discounted insurance for home and auto	Upon Hire
Identity Theft Protection	Credit monitoring of all 3 credit bureaus, social media networks, public records, fraud resolution, expense reimbursement, etc.	Upon Hire

Benefit	Description	Eligibility Requirements
Pet Insurance	Health insurance for pets	Upon Hire
Darden Dimes	Emergency Assistance Fund funded by team members for team members	Upon Hire
Dining Discount	35% discount on pre-loaded dining card up to \$600 per month; \$2,000 maximum card balance at any time	Upon Hire
Discounted Darden Gift Cards	25% discount on purchase of Darden gift cards	Upon Hire
Discount Mall	Over 100,000 discount offers from brands you love	Upon Hire
Adoption Reimbursement	Reimbursement of up to \$5,000 per adopted child for expenses such as court fees, legal fees and transportation expenses	Upon Hire
Tuition Reimbursement	Reimbursement is subject to the following maximum limit per fiscal year: \$5,250 for Graduate and Undergraduate courses	After 6 months of service
Advocacy Services	Service connects team members with a Health Pro to get help navigating health care and benefits, including determining the best course of action for questions or concerns, resolving a health care billing or insurance claim disputes, and locating doctors and hospitals.	Upon Hire
Darden At Your Service (D.A.Y.S.)	A free, confidential benefit to help team members and their families with life's challenges. It offers access to mental health counseling, financial advice, legal consultations and professional referrals from licensed experts.	Upon Hire
2nd.MD	Provides a virtual second opinion service from nationally recognized doctors	Upon Hire Must be enrolled in Darden Major Medical

Disclaimer: 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. For current team members only, 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.