



Restaurant Support Center Menu of Benefits



RETIREMENT AND WEALTH BUILDING

FLEXCOMP

Darden offers a non-qualified deferred compensation plan designed for individuals who are considered highly compensated by IRS regulations (currently \$155,000) who are not eligible to participate in the Darden Savings Plan 401(k).

- Provides an annual award designed to replace company 401(k) and Retirement Plus contributions (contributions are not required to receive the award)
- Allows one to defer qualified earnings until a specific date or until separation of employment
- Eligible to receive a FlexComp award from date of hire to the end of the plan year in June

LONG-TERM INCENTIVE AWARD

Darden provides team members with an annual Long-Term Incentive (LTI) Award, which is delivered in the form of Darden Stock Units (DSUs). Although no actual shares are issued, each unit is equivalent to one share of Darden common stock, and its value rises and falls with the price of our stock.

- DSUs vest — or are earned and paid — over a period of four years
- One-half of your stock units vest — or pay out — on the third and fourth anniversaries of the grant date
- When the DSUs vest, cash is distributed based on the value of Darden stock at the time of vesting and the value of any dividends accrued during the vesting period



DISABILITY AND LIFE INSURANCE PROGRAMS

SHORT-TERM DISABILITY

If you cannot perform the duties of your job as a result of a non-work-related illness or a condition that lasts more than seven calendar days and you're under a physician's care, you can receive pay, based on length of service.

- New team members can receive up to 30 days of full base pay
- Benefits increase as your service increases; up to a maximum of 90 days full pay after three years of service
- Paid 100% by Darden

LONG-TERM DISABILITY

If, after 90 days, you remain disabled and unable to work, you will be eligible for monthly long-term disability benefits equal to 2/3 of your base salary and bonus, up to a monthly maximum reduced by other payments such as Social Security.

- Payable to you until you recover or up to age 65 if you are totally disabled
- Paid 100% by Darden

TERM LIFE INSURANCE

Darden provides you with company-paid term life insurance equal to your annual salary plus bonus.

- You will also be covered for Accidental Death & Dismemberment (AD&D)
- You may elect to purchase additional term life insurance up to the \$1.5 million maximum
- Dependent term life insurance options for spouse and children are also available and is 100% paid by Darden



PAID TIME OFF

VACATION DAYS

- Vacation time is earned and tracked by your anniversary date
- Amount of vacation you receive is based on length of service, counted as continuous service from your anniversary date

Continuous Service Days Annual Vacation*

Date of Hire to 9 Years	15 days (120 hours)
10-14 years	20 days (160 hours)
15 or more years	25 days (200 hours)

**Prorated based on regularly scheduled hours*

FLEX DAYS

Flex days provide you the flexibility to spend time away from work with pay whenever you need it.

- Flex days are tracked on a calendar year and must be used in a calendar year
- Do not carry over and are provided and prorated based on your start date during your first calendar year of service

Month of Hire Flex Days*

January-April	8 days (64 hours)
May-August	5 days (40 hours)
September-December	2 days (16 hours)

**Prorated based on regularly scheduled hours*

HOLIDAYS

We celebrate nine paid holidays each calendar year: New Year's Day, Martin Luther King Jr. Day, Memorial Day, Independence Day, Labor Day, Thanksgiving (2 days) and Winter Holiday (2 days).



ADDITIONAL BENEFITS

COMPETITIVE DINING PROGRAM

One of our unique benefits is the opportunity to dine in our restaurants and competitor restaurants at Darden's expense. This is an annual allowance of \$3,000. You may fluctuate your visits between one and six times per month. Other guidelines may apply.

EXECUTIVE PHYSICAL

As part of Darden's commitment to your ongoing well-being and fitness, you are eligible for an annual executive physical. Detailed exam results are reviewed with you by the examining physician. Additional information about the program benefits will be provided to you upon hire.



RELOCATION BENEFITS

RELOCATION ASSISTANCE*

Designed to make your move as smooth as possible and includes the following company-paid benefits:

- A residence-finding trip before your move
- Transfer of household goods to your new home
- Destination home-finding services
- Temporary living expenses if needed, up to 60 days
- Transportation for you and your family to travel to Orlando
- Transfer of one vehicle to your new home
- Third-party home sale/home marketing service
- Incentive bonus for sale of home within 60 days of listing — 1%/\$2,500 cap. (no loss-on-sale benefit)
- Reimbursement for documented purchase closing costs for your new home

**Relocation assistance is not provided for all positions and certain rules may apply*

