



# 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

#### Performance Stock Units

As a Darden executive, you are eligible to receive a grant of Performance Stock Units (PSUs). Each PSU is equal in value to one share of Darden common stock, providing a sense of ownership and aligning with shareholder interests. PSUs vest — or are earned and paid — over a period of four years.

- One-half of your PSUs vest — or pay out — on the third and fourth anniversaries of the grant date
- When the PSUs vest, shares of stock are distributed based on the number of units vesting plus the value of any dividends accrued during the vesting period are paid
- PSUs can deliver more or fewer shares than originally granted, based on Darden performance over a three-year period from the grant date

#### Restricted Stock Units

As a Darden executive, you are eligible to receive a grant of Restricted Stock Units (RSUs). Each RSU is equal in value to one share of Darden common stock, providing a sense of ownership and aligning with shareholder interests. RSUs vest — or are earned and paid — over a period of three years.

- All of your RSUs vest — or pay out — on the third anniversary of the grant date
- When the RSUs vest, shares of stock are distributed based on the number of units vesting plus the value of any dividends accrued during the vesting period are paid

#### Stock Options

As a Darden executive, you are eligible to receive an annual award of stock options that gives you the right to buy shares of company stock at a fixed price.

- Options become more valuable as the value of Darden stock grows and they provide a sense of company ownership that is aligned with the interests of our shareholders
- One-half of the option grant will vest on each of the third and fourth anniversaries of the grant



# 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 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 \$5,200. 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.

### EXECUTIVE AUTOMOBILE PROGRAM

Darden will contribute to the price of a company vehicle up to a specific limit. You may also add your own funds toward the price of a vehicle that exceeds the company limit. If you do, you will have an ownership interest in the vehicle based on your prorated contribution to the total purchase price. This program also includes a company-paid fuel card.

### FINANCIAL COUNSELING ALLOWANCE

Darden will reimburse you for professional financial counseling on a broad category of services.



## 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*

