



# Restaurant Support Center Menu of Benefits



## RETIREMENT AND WEALTH BUILDING

### DARDEN SAVINGS PLAN 401(K)

The Darden Savings Plan allows you to save up to 75% of your earnings for retirement with before-tax, Roth or after-tax dollars (maximum contribution of \$23,000 in 2024, and an additional \$7,000 catch up contribution for those age 50+).

- Ability to build a diversified portfolio with various investment funds that cover the risk and return spectrum
- Ability to enroll upon joining the company
- Company match of up to 6% of your contributions after 1 year of service with variable company contribution of 0%-120% based on quarterly company performance
- You are fully vested in company match after six years of service

### RETIREMENT PLUS CONTRIBUTIONS

In addition to the 401(k) match of your contributions, Darden makes a quarterly Retirement Plus contribution equal to 1.5% of your earnable compensation into the 401(k) Plan on your behalf.

- Applicable after one year of service
- You do not have to contribute your own dollars to receive Retirement Plus contributions
- You direct the investment of Retirement Plus contributions across the various investment funds
- Vesting of these contributions is the same as the Darden Savings Plan 401(k)

### 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) or receive Retirement Plus contributions.

- 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

### 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 five times your base salary plus bonus
- Dependent term life insurance options for spouse and children are also available



## PAID TIME OFF

### VACATION DAYS

Vacation days begin to accrue on your first day of work and can be taken after 90 days of employment.

- 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\*

After 90 days	10 days (80 hours)
1-4 years	10 days (80 hours)
5-9 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).



## RELOCATION BENEFITS

### RELOCATION ASSISTANCE\*

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

- Residence-finding trip before your move
- Temporary living expenses if needed, up to 30 days
- Transfer of household goods to your new home
- Transportation for you and your family to travel to Orlando
- Destination home-finding services
- Duplicate housing expenses, if needed

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



This material is for informational purposes only. Nothing included in any way creates an expressed or implied contract of employment. Darden Restaurants reserves the right to modify, replace or discontinue any of its plans and programs at any time. The benefits summarized are governed by the relevant plan/policy documents. If there is any discrepancy, the plan/policy documents will prevail.