



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; must be 18 years old
- Company match of up to 6% of your contributions after one 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 age 21 and 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)



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
- Participation in long-term disability coverage requires enrollment and a weekly payroll deduction

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 and would require enrollment and weekly payroll deduction



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).

