

## 2026 HOURLY TEAM MEMBER BENEFITS



Benefit	Description	Eligibility Requirements
Medical Insurance	Choice of multiple plans with multiple insurance carriers offered through a Private Health Exchange	After 1 year of service averaging 30 or more hours per week
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 Subject to IRS compensation limits
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
Short Term Disability*	Provides 60% replacement income for up to 26 weeks. Two plan options to chose from. <b>*Not available in CA, HI, NJ, NY, RI and WA</b>	Upon Hire
Long Term Disability	Provides 50% of income replacement after 26 weeks	After 1 year of service averaging 20 or more hours per week
Paid Sick Leave*	Team members earn one hour of paid sick leave for every 30 hours worked and can use up to 40 hours of paid sick leave per calendar year	Upon Hire <b>*Team Members working in locations that are subject to a mandated paid sick and safe leave law or mandated paid vacation leave law will accrue time and receive pay under those policies instead of the Darden Paid Sick Leave program</b>
Paid Family Medical Leave	Pays up to two weeks of PFML in rolling 12-month period for qualified events	After 1 year of service
Life Insurance*	Choice of coverage amounts from \$10,000–\$300,000 <b>*Proof of good health required for amounts over \$20,000</b>	Upon Hire
Spouse/Domestic Partner Life Insurance*	Provides life insurance for eligible spouse/domestic partner in increments of \$10,000 up to 150,000 <b>*Team Member must enroll in Life Insurance in order purchase Spouse/Domestic Partner Life; Elected amount limited to 100% of Team Member coverage amount</b>	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

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Benefit	Description	Eligibility Requirements
1st Day Choice Medical*	Partners with your major medical plan to pay you for covered services. <b>*Does not meet ACA mandate for Medical insurance</b>	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
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 hospital stay due to covered 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 \$160,000
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
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
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
Pet Insurance	Health insurance for pets	Upon Hire
Darden Dimes	Emergency Assistance Fund funded by team members for team members	Upon Hire

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Benefit	Description	Eligibility Requirements
Dining Discount	25% discount on food and non-alcoholic beverages for you and up to seven guests at all Darden restaurants	Upon Hire
Discount Mall	Find discounts on travel, tickets, auto, electronics and more	Upon Hire
Stride	Resource to assist team members with navigation and enrollment in the Government and State Healthcare Exchanges	Upon Hire
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
2nd.MD	Provides a virtual second opinion service from nationally recognized doctors	Upon Hire Must be enrolled in Darden Major Medical
Fast Fluency	Learn English in as little as 4 months by investing 3 minutes of your day working with the Fast Fluency app and live coaches	Upon Hire
Your Pay Today with Payactiv	Allows you to access up to 45% of your earned but unpaid wages real-time in the Payactiv app	Non-tipped Team Members

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.