

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. *Not available in CA, HI, NJ, NY, RI and WA | 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 *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 |
| 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 *Proof of good health required for amounts over \$20,000 | Upon Hire |
| Spouse/Domestic Partner Life Insurance* | Provides life insurance for eligible spouse/domestic partner in increments of \$10,000 up to 150,000 *Team Member must enroll in Life Insurance in order purchase Spouse/Domestic Partner Life; Elected amount limited to 100% of Team Member coverage amount | 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 |

continued...

| Benefit | Description | Eligibility Requirements |
|--|--|--|
| 1st Day Choice Medical* | Partners with your major medical plan to pay you for covered services. *Does not meet ACA mandate for Medical insurance | 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 |

continued...

| 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.