



## WHAT HAPPENS WHEN YOU ARE REHIRED?

Upon being rehired, your eligibility for the benefit plans will be based on your rehire status and position as well as how long you were separated from the Company. Below you will find more information regarding the dates used to determine your benefit plan eligibility and how your benefits will be affected.

For information and instructions on the following, go to [What To Do If You Have a Qualifying Life Event](#)

- Changing your benefits
- Providing dependent documentation
- When changes and deductions become effective, and
- Evidence of Insurability

### **ADJUSTED SERVICE DATE GUIDE**

Following is information regarding the dates used to determine your benefit plan eligibility upon being rehired.

#### **Original Hire Date**

- Your original hire date is your first employment date at Toys“R”Us, Inc.

#### **Rehire Date**

- Your rehire date is the date you return to employment at Toys“R”Us, Inc. following separation from the company.

#### **Break in Service**

- Your break in service is the amount of time you are separated from the company prior to your most recent rehire date.

#### **Earned Hours Adjusted Service Date (TIME OFF SERVICE DATE)**

- Your TIME OFF SERVICE DATE is the later of your original hire date or your most recent rehire date following a break in service greater than 90 days.

## HOW YOUR BENEFITS WILL BE AFFECTED

- Rehires within 31 days - if you are rehired within 31 days of termination you will be considered an active ongoing team member with no break in service. The benefits in effect at the time of your termination will be automatically reinstated.
- Rehires more than 31 days (but within 13 weeks) – the benefits you were enrolled in prior to your termination will be pended and a new Life Event will open for 30 days, allowing you to make changes to your benefits. Any Supplemental Life and Accidental Death and Dismemberment amounts previously approved will be subject to Evidence of Insurability before amounts will be in force. If you do not make any elections or changes to your benefits, the benefits you had prior to your termination will automatically be reinstated with the exception of any Supplemental Life and Accidental Death and Dismemberment amounts previously approved.
- Rehires after 13 weeks – you will be considered a new hire and your benefits will be subject to a 30-day waiting period.

You do not have to re-satisfy the dependent documentation requirements if previously approved. New dependents will need to be verified.

If you enroll in the same plan you had prior to your termination, the amounts you satisfied toward your deductible and out-of-pocket maximum will apply. However, if you enroll in a different plan or add a dependent to your coverage, your deductible and out-of-pocket amounts will need to be re-satisfied.

For more information on how your benefits will affect you upon rehire, please review [Employer Shared Responsibility](#).

### **401(k) Savings and Profit Sharing**

Upon rehire you may enroll/re-enroll in the 401(k) savings account, provided you were previously eligible to participate. Go online to [www.401k.com](http://www.401k.com) or call the "R" Retirement Benefits Line at 1-866-690-401k (4015).

If you had not yet met the eligibility requirements, you will be required to meet them before you may enroll in the 401(k) savings account.

### ***Profit Sharing***

Upon rehire, any profit sharing contributions that were forfeited at termination will be reinstated, providing you were rehired within 5 years of termination.

### ***Distribution of Account***

If you received a distribution of your fully vested profit sharing account and/or your 401(k) pre-tax savings, Company matching and rollover accounts, and are rehired, you may be able to re-deposit the full amount of the distribution as a rollover contribution.

If you participated in any of the qualified plans below, you may be eligible to rollover those contributions into the "TRU" Plan:

- 401(a) Plan
- 403(b) Plan
- Conduit IRA
- 401(k) Plan
- Governmental 457(b) Plan

All rollovers must be received in good order within 60 days of the team member's receipt of the distribution. You may contact the "R" Retirement Center at 1-866-690-401K (4015) to request a rollover form, or you may log on to NetBenefits at [www.401k.com](http://www.401k.com) to initiate the rollover. Please read the rollover form carefully as an incorrect form may prevent you from meeting the Plan's requirements of the rollover process.

### **Paid Time Off**

*Store and Regional Office Marketplace Hourly Team Members, DC Hourly Team Members and GRC Hourly Team Members* -- If you terminate and are rehired as a **regular** Store and Regional Office Marketplace Hourly, DC Hourly or GRC Hourly team member within 90 days of separation, you will retain your previous Time Off Service Date, and will resume accruing PTO and sick\* hours as if service was uninterrupted. Any accrued but unearned hours forfeited at termination will be reinstated, if applicable. \*If you work in a location with a local sick pay law, your rehire rules for sick time may differ from the 90 day rule. Please refer to your applicable [statutory sick pay policy](#) for more details.

If you terminate and are rehired as a **regular** Store or Regional Office Marketplace Hourly, DC Hourly or GRC Hourly team member more than 90 days\* after separation, you will be treated as if you are a new hire (i.e. the team member would be subject to waiting periods, accruals would start from zero, etc.) and your Time Off Service Date will be your rehire date. \*If you work in a location with a local sick pay law, your rehire rules for sick time may differ from the 90 day rule. Please refer to your applicable [statutory sick pay policy](#) for more details.

For more information, refer to the [Paid Time Off for Store and Regional Office Field Hourly Team Members policy](#), [Paid Time Off for DC Hourly Team Members policy](#) or the [GRC PTO Policy](#), as applicable.

*Store and Regional Office Marketplace Management Team Members, DC Management Team Members and GRC Management Team Members* - If you terminate and are rehired as a **regular** Store and Regional Office Marketplace Management, DC Management or GRC Management team member within 90 days\* of separation, you will retain your original Time Off Service Date, any remaining balances forfeited at termination will be reinstated (if applicable), and you will resume accruing time as if service was uninterrupted. \*If you work in a location with a local sick

pay law, your rehire rules for sick time may differ from the 90 day rule. Please refer to your applicable [statutory sick pay policy](#) for more details.

If you terminate and are rehired as a **regular** Store or Regional Office Marketplace Management, DC Management or a GRC management team member more than 90 days\* after separation, you will be treated as if you are a new hire and your Time Off Service Date will be your rehire date. \*If you work in a location with a local sick pay law, your rehire rules for sick time may differ from the 90 day rule. Please refer to your applicable [statutory sick pay policy](#) for more details.

For more information, refer to the [Paid Time Off for Store, Regional Office and DC Marketplace Management Team Members policy or the GRC PTO Policy](#), as applicable.

For questions or comments regarding Paid Time Off or your service dates, contact your Human Resources Business Partner.