



BENEFITS FOR THE TOYS“R”US GLOBAL RESOURCE CENTER (GRC) HOURLY TEAM MEMBERS

UPON HIRE

BUSINESS TRAVEL ACCIDENT INSURANCE

- Company-paid coverage subject to plan limits.

SCHOLARS CHOICE 529 COLLEGE SAVINGS PLAN

- Save for college with valuable tax advantages.

EMPLOYEE ASSISTANCE PROGRAM (EAP) offers resource and referral services for work/life issues; counselors for personal problems, stress and grief issues.

DISCOUNTS

- 10% discount on purchases at Toys“R”Us and Babies“R”Us stores (some restrictions apply).
- Purchase automobile insurance at competitive group rates.
- Perk Spot discount program for numerous items and services.
- Purchasing Power program purchase products and pay through payroll (if eligible)
- Discounts at child care centers.

AFTER 30 DAYS OF SERVICE

Benefits eligibility is based on working an average of 30+ hours a week over a specified measurement period. See the Enrollment and Eligibility SPD for additional information.

MEDICAL COVERAGE

- Aetna “R”Consumer Directed Health Plan (“R”CDHP): Gold, Silver and Bronze options with a Health Savings Account, including Company funding.
- If you participate in an Aetna medical plan option, your prescription drug coverage is provided by CVS Caremark.
- Teladoc and Minute Clinics when enrolled in an Aetna medical plan option.
- Team member contributions are pre-tax, based on annual base pay.

SUPPLEMENTAL BENEFIT PLANS

- Aetna Hospital, Critical Illness and Accident Plan.
- Provides for additional dollars to help pay for expenses due to an accident or critical illness.

DENTAL COVERAGE

- Two options provided through Aetna Dental.
- Team member contributions are pre-tax.

VISION COVERAGE

- Two options – Base and Buy-Up Plan includes coverage for exams and glasses/frames or contacts on a plan year basis. A higher level of benefits is payable if you use a network provider.

HYATT LEGAL plan available through convenient payroll deductions

FLEXIBLE SPENDING ACCOUNTS (FSA)

- Elect Limited-Purpose FSA pre-tax payroll deductions of up to \$2,550 per plan year to pay for eligible dental and vision care expenses.
- Elect Dependent Care FSA pre-tax payroll deductions of up to \$1,200 per year to pay for eligible dependent day care expenses. (Limit reduced for highly paid team members).

LIFE AND AD&D INSURANCE

- Company-paid life insurance of one times pay or up to \$50,000. An additional benefit of up to one times pay covers accidental death and dismemberment insurance.
- Supplemental coverage is available for up to five times pay.
- Dependent coverage is available for spouse/domestic partner.

WELLNESS PROGRAMS

- HealthyGuidance year-round Wellness Program – Qualify for HSA deposits by completing wellness activities (benefits enrolled team members).
- Zipongo nutrition program
- Quit for Life smoking cessation program (benefits eligible team members).
- AXA travel assistance for travelers with emergency medical issues.

ADOPTION ASSISTANCE

- Reimburses up to \$6,000 per child under 16, for up to 2 children.

DECISION SUPPORT TOOLS

Use Castlight to find high quality and affordable doctors, facilities and medical care before you make an appointment. Also search for affordable prescription options

AFTER 90 DAYS OF SERVICE

BABY BIRTH PROGRAM provides a \$25 “R”Us gift card, custom onesie and gift box for the birth or adoption of a child

PAID TIME OFF (PTO)

- Policy covers vacation, holidays and personal days.
- PTO Year is generally 2/1-1/31 – follows Company’s Fiscal Year.
- Additional 2 weeks paid for new baby bonding.

VACATION:

Max Vacation Days per PTO Year*	Beginning with the PTO Year in which you ...
10 days	are hired (after 90 days of service)
15 days	Celebrate your 5th anniversary
20 days	Celebrate your 10th anniversary

- Vacation is prorated during the PTO Year of hire and available for use after 90 days of service.

- Vacation Splash Days: team members are eligible for an additional 5 days’ vacation during the PTO Year in which they celebrate their 15th, 20th, 25th and every 5th anniversary thereafter.

HOLIDAYS

- 6 paid holidays when the GRC is closed, plus early closings, plus 3 scheduled paid days off during the summer of 2017.

PERSONAL DAYS

Personal Days*	Beginning with the PTO Year in which you...
2	are hired (after 90 days of service)
3	Celebrate your 2nd anniversary
4	Celebrate your 4th anniversary

*For accrual purposes, a day equals 8 hours based on a standard full-time 5-day work week. If your schedule differs (i.e., part-time team members, reduced-hour work schedule), your Vacation and Personal time will be prorated accordingly.

AFTER 6 MONTHS OF SERVICE

SICK TIME

- Sick hours accrue at the rate of one hour for every 43 worked, up to a maximum of 240 hours, except where local sick pay regulations apply.
- Maximum payable is 240 hours in an anniversary year. (Your anniversary year begins on the anniversary of your Time Off Service Date each year.) M14 and M15 and Level IV 3+ team members are eligible for Management salary continuation and LTD benefits in lieu of Sick Time.

SAVINGS AND PROFIT SHARING PLAN 401(k)

- Team members become eligible if age 21 or older, and employed on their six-month anniversary.
- Save between 1% and 50% of earnings, up to IRS limits, through payroll deductions on a pre-tax basis in your choice of investment funds.
- Eligible Team Members age 50 or older may make additional pre-tax catch-up contributions.
- Receive Company matching contributions of \$1.00 for every \$1.00 you save, up to 4% of eligible pay. Company matching contributions are immediately 100% vested.
- Loans on vested account balances and hardship withdrawals of specified funds may be available in certain circumstances.
- If you are age 21 or older, a discretionary annual Profit Sharing Contribution may be made subject to Plan rules and exceptional financial results.

AFTER 12 MONTHS OF SERVICE

COMPANY MATCHING GIFT PROGRAM

- Donate to eligible charities or accredited educational institutions and the Company will match \$1 for your \$1 up to \$1,000 per year.

Note: The Plans’ official documents govern the administration of these programs. This is a summary of these documents, and is not intended to provide the same level of detail. The Company reserves the right to change, amend or terminate any of the plans or provisions at any time.