



## BENEFITS FOR THE TOYS“R”US GLOBAL RESOURCE CENTER (GRC) LEADERSHIP COUNCIL

### UPON HIRE

#### BUSINESS TRAVEL ACCIDENT INSURANCE

- Company-paid coverage equal to five times annual pay up to \$5M.

#### 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.

#### HOLIDAYS

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

#### DISCOUNTS

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

### AFTER 30 DAYS OF SERVICE

#### 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.

#### 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. (Pay equals base plus target bonus)
- Supplemental coverage is available for up the lesser of \$1.5M or five times pay.
- Dependent coverage is available for spouse/domestic partner.

HYATT LEGAL plan available through convenient payroll deductions

#### EXECUTIVE PHYSICAL

- A comprehensive annual physical exam efficiently organized in a single day, tailored to your specific needs.

#### 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.

#### DECISION SUPPORT TOOL

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

ADOPTION ASSISTANCE Reimburses up to \$6,000 per child under 16, up to 2 children

#### SALARY CONTINUATION PLAN

- Receive up to 26 weeks’ pay in a rolling 12-month period after more than 7 consecutive days of absence.

Years of Service	Number of Weeks You May Receive	
	100% of salary	60% of salary
More than 90 days of service but less than 2 years	4 weeks +	22 weeks
2 but less than 4	8 weeks +	18 weeks
4 or more	13 weeks +	13 weeks

Note: Team members working in NJ, NY, CA, PR, RI and HI are entitled to state disability benefits which will offset payments.

#### LONG TERM DISABILITY (LTD) PLAN

- Company-paid basic coverage provides 60% of monthly base salary and target bonus to maximum monthly benefit of \$10,000, after 26 weeks of disability.
- Supplemental LTD option available to cover 60% of monthly base salary and target bonus for combined maximum monthly benefit of \$20,000. (Only available if your annual base salary plus target bonus is more than \$200,000.)

### 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)

- Vacation Days per PTO Year\*: 20 days.
- Vacation is prorated during the PTO Year of hire and is available for use after 90 days.
- Additional 2 weeks paid for new baby bonding

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

#### PERSONAL DAYS (Prorated based on part-time status)

Personal Days*	Beginning with the PTO Year in which you...
2	are hired
3	Celebrate your 2nd anniversary
4	Celebrate your 4th anniversary

### AFTER 6 MONTHS OF SERVICE

#### SAVINGS AND PROFIT SHARING PLAN

- 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.
- 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

#### SUPPLEMENTAL EXECUTIVE RETIREMENT PLAN (SERP)

- Designed to provide supplemental retirement benefits.
- Each year, the Company credits a notional contribution equal to 4% of Eligible Earnings to your SERP account, provided you are employed on December 31st.
- “Eligible earnings” is that portion of your actual cash compensation received in the calendar year exceeding the IRS compensation limit for qualified plans.
- Vesting is 100% after 5 years, or upon Disability or Death.

#### 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.**

