Walgreens offers a comprehensive benefits package to eligible team members. Listed below are brief descriptions of some of the benefits available to you.

**Health, Prescription Drug, Dental & Vision**

**Hourly Team Members:** Eligible for coverage the 1st of the following month after 60 days of continuous employment and a weekly average of 30 hours worked.

**Salaried Team Members:** Eligible at 31 days of employment.

**Medical Coverage:** You have access to competitive coverage options through the Benefits Support Center, which is the Walgreens private corporate exchange. A company credit helps you purchase one of three plan levels (Gold, Silver, Bronze), ranging from a low to a high deductible option in an EPO (Exclusive Provider Option) Plan. Each plan level is available through our two national medical carriers: Blue Cross Blue Shield (BCBS) and UnitedHealthcare (UHC). Preventive services are covered at 100% when in-network providers are used. Telehealth options are included as part of the medical plan design. Upon enrollment in Balance® Rewards and annual completion of a short health questionnaire, Walgreens funds a Health Reimbursement Account (HRA) or Health Savings Account (HSA) with $175 (individual) or $350 (family) to help cover your eligible healthcare expenses. You can also earn Balance® Rewards points each year when you complete healthy activities.

**Prescription Drug Coverage:** The plan allows you to fill prescriptions at any Walgreens or Duane Reade pharmacy for low copays. You may also have access to the $0 Copay Medication Program for certain medications. Normal HSA rules apply to prescription drug copays.

**Dental Coverage:** For dental coverage, you may choose from four plan levels ranging from a basic-only option to those with orthodontia and other major service coverage.

**Vision Coverage:** There are three levels of benefits for vision coverage ranging from an exam-only discount option to an enhanced PPO with both in and out-of-network benefits.

**Time Off**

**Paid Time Off (PTO):** You are eligible for and accrue Paid Time Off (PTO) based on your position, years of service and average hours per week. You must maintain a 12-week average of at least 30 hours worked per week in order to accrue PTO unless required otherwise by law. Newly hired salaried team members are eligible to use their available PTO at 90 days of service, and newly hired hourly team members are eligible at 180 days of service. You will receive your accrual schedule at hire and be able to view your rate and the amount of time you have accrued online on People Central.

**Holidays:** Hourly team members are eligible at six months of service and must have a 12 week average of at least 20 hours per week prior to a designated company holiday. Salaried team members and Assistant Store Managers are eligible on date of hire. The company recognizes six paid holidays: New Year’s Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day and Christmas Day. “Holiday and leave policies may vary based on local mandates.

**Paid Disability:** If you are unable to work due to a pregnancy, illness or injury lasting more than seven calendar days, you may be eligible for company-paid disability benefits at full- or half-pay. You may also purchase additional disability coverage to supplement your company-paid benefit on a voluntary basis. All coordination band team members and above, and hourly-paid registered pharmacists, nurses and assistant store managers are eligible if they have 91 days of service and average at least 30 hours per week. All other hourly-paid team members are eligible if they have 181 days of service, and work at least 30 hours per week.
Profit Sharing & Stock Purchase Plans

**Profit-Sharing Plan:** You are eligible to join the company’s 401(k) Plan – called the Walgreen Profit-Sharing Plan – immediately upon hire and may contribute up to 90% of your pay as pre-tax and/or Roth 401(k) contributions, up to the annual legal limit. You are generally eligible for company-matching contributions after one year plus 1,000 hours of service. The company matches the first 4% of your eligible contributions $1 for $1. You choose how to invest!

**Employee Stock Purchase Plan:** After 90 days of service and an average of 20 hours worked per week, you are eligible to purchase WBA stock at a 10% discount off market value. You can contribute between 1% and 25% of your eligible income on an after-tax basis (in accordance with IRS limits).

Company Paid Life Insurance

Benefit-eligible team members are eligible for company-paid term life insurance at a benefit equal to:
- 1.5 times annual base salary for all salaried team members and registered pharmacists/nurses, all hourly paid coordination band team members and above, and assistant store managers
- $25,000 for all other hourly-paid team members

**Voluntary Life & Personal Accident Insurance**

Benefit-eligible hourly and salaried team members may purchase a higher level of term life insurance on a voluntary basis. Coverage may be available for you and your spouse/partner up to seven times your base annual salary, to a maximum of $750,000. Coverage for your children may also be available up to a maximum of $25,000. Benefit-eligible hourly and salaried team members may also purchase Personal Accident Insurance on a voluntary basis up to $250,000. Personal Accident Insurance benefits are paid in the event of a covered accidental death or dismemberment.

Other Benefits

**Flexible Spending Accounts (FSA):** This plan allows you to set aside money for eligible healthcare and dependent care expenses before taxes are withheld from your paycheck. The eligibility requirements are the same as the medical, dental and vision plan requirements.

**Employee Discount:** You and your immediate family members who reside in the same household are eligible for an employee discount of 25% off Walgreens products and 15% off non-Walgreens branded products in any Walgreens or Duane Reade store. Discounts also apply on Walgreens.com.

**Employee Purchase Program:** The PerkSpot employee discount purchase program offers great savings from thousands of national and local retailers and service providers—such as cell phones, computers, travel, movie tickets, health club memberships and more.

**Flu Shots and Travel Consultations:** All team members are eligible for free flu shots and medical consultations for travel at many of our pharmacies.

**Added Benefits Program:** You are eligible to receive special group savings on new and existing auto and home insurance from national carriers, an interest-free buying program on consumer products through Purchasing Power, and an exclusive discount on nationwide pet insurance.

**Child Care:** Walgreens partners with the Learning Care Group and KinderCare Education, national early education and childcare providers, to offer a 10% discount on services. Learning Care Group includes Tutor Time, Childtime, the Children’s Courtyard, and LaPetite Academy. KinderCare Education includes CCLC Child Care Centers, KinderCare Learning Centers, and Champions before- and after-school programs. Team members located on the Deerfield corporate campus may also utilize on-site childcare, managed by Bright Horizons Family Solutions.

**Hyatt Legal Plan:** Hyatt Legal Plans provide affordable legal protection for you and your family, with a national network of more than 15,000 attorneys. For just $15 per month, the plan covers most legal matters at 100% when you work with a network attorney.

**Prescription Savings Club:** When you have completed at least 30 days of service, you are eligible for a free individual or family Prescription Savings Club membership. The program offers members discounts on all generic prescription drugs and thousands of brand name medications. The membership also features a 10% bonus on all Walgreens-owned brands and in-store photofinishing services.

**Transportation Benefit Plan:** The Transportation Benefit Plan allows you to save money by paying for your transportation and parking needs with before-tax dollars and payroll deductions. Benefit eligibility is the same as for the medical plan.

**Work & Life Resources:** This free, confidential program offers referral and counseling services for issues such as financial/legal assistance, depression, and childcare/eldercare. Online and telephonic resources on a wide variety of work/life issues provide an extra layer of help with life’s challenge.

Upon hire, you may receive more detailed information by visiting www.BenefitsSupportCenter.com or by calling 1-800-825-5467.

The information provided in the summary is based on plans and programs currently offered by the Walgreens family of companies (excluding certain areas and business units). This information is subject to change at any time. In the case of a conflict between this information and the official text of any benefit plan, program, or policy, the official text will govern. Updated: January 2019.