



ARISTOCRAT™

Benefits at a Glance



Let's Play

Let the Benefits Adventure Begin

Aristocrat fosters a work environment of creativity, excellence, and wonder—and the standards are just as high for our awe-inspiring employee benefits! Our comprehensive benefits package is designed to support a happy, healthy lifestyle, with the flexibility to meet your needs and those of your family. Benefits go into effect on your date of hire. Take a look at the rich employee benefits available to you.

Medical

Aristocrat offers four Aetna medical plan options. Employees who enroll in the High Deductible Health Plan (HDHP) will be eligible for a Health Savings Account (HSA). Aristocrat pays 100% of the employee-only premium for our HDHP medical plan.

Dental

You have access to three Delta Dental plans featuring fully covered preventive services. Aristocrat pays 100% of the HMO dental plan for all employees and their covered dependents!

Vision

Our three vision plans, VSP 130, VSP 150, and VSP Easy Choice, offer in-network and out-of-network coverage. Benefits include:

- Aristocrat covers 100% of the premium for the VSP 130 plan for employees and their covered dependents.
- All plans cover eye exams annually.
- Plans include a frames or contact lens allowance starting at \$130.

Aristocrat HSA Contribution: Smart Savings You Never Lose!

When you enroll in the HDHP with HSA plan, Aristocrat automatically contributes \$1,000 to your employee-only HSA, or \$2,000 if you have enrolled at least one dependent. Aristocrat contributions are funded on a bi-weekly basis, and are pro-rated for new hires. The money in your HSA can be used to pay for current, eligible medical, dental, and vision expenses, or can be saved for future use, even into retirement. You can also contribute pre-tax funds from your paycheck up to annual IRS limits, which may reduce your taxable income.

For more plan information and rates, please visit atibenefits.com.



Family Benefits

You are important to us and so is your family. Once you have been employed with Aristocrat for 12 months, we provide benefits that support you in building, as well as taking care of your family.

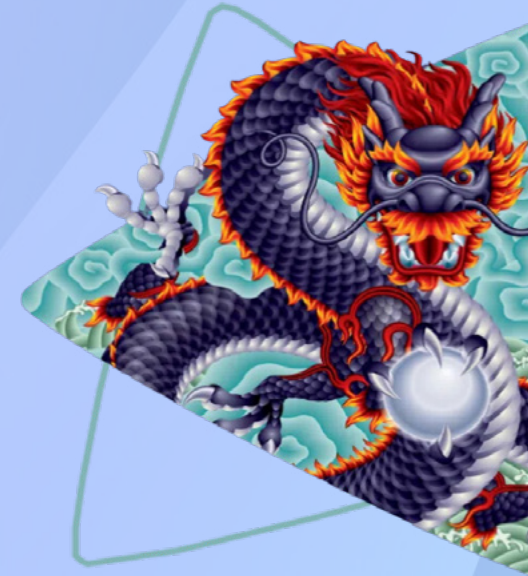
- **Paid Parental Leave:** If you are approved for Family Medical Leave, you are eligible for up to 12 weeks of paid parental leave. If your spouse is having a child, you are eligible for 10 days of paid parental leave.
- **Adoption and Surrogacy Reimbursement:** Aristocrat helps to cover costs related to adopting children under 18 years of age. We also contribute toward using a surrogate to carry and give birth to an employee's child, up to \$15,000 per child.

Health & Wellness Resources

Whether it's mental, emotional, financial, or physical wellness, we believe that your health is the most valuable asset you have.

- **My Benefits Champion:** Your new Benefits Service Center here to answer all your benefits and wellbeing questions. You can call their dedicated, toll-free help line for all of your benefits-related questions and needs from understanding your benefits, to enrolling or assisting with a claim, and more.
- **Wellthy:** Tackle the administrative and logistical sides of care for yourself or your loved ones. Coordinators help navigate medical, legal, in-home care, housing, social support, and more.
- **LifeMart Wellness:** Access Aetna-sponsored discounts on a variety of products and services, including gym memberships, chiropractic care, weight loss programs, meal plans, travel, tickets, electronics, home, auto, dining, and more.
- **Brightline:** Utilize virtual video behavioral healthcare and coaching for children of employees.
- **Lyra:** Through our Employee Assistance Program (EAP), receive up to 12 coaching or therapy sessions per incident, per year at no cost to you. You can also enjoy services such as guided self-care, coaching, mental wellness tools, and work life services to help with life challenges. Assistance with legal, financial, identity theft, or dependent care services is just a call or click away.
- **Lyra Essentials:** Access a personal well-being library to help you strengthen your relationships, stress less, improve sleep, and bring more joy into your life. Employees can access a variety of video, audio, and written content on various topics.
- **Baby Basket for All New Parents:** To welcome your new child.

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Flexible Spending Accounts (FSAs)

FSAs allow you to set aside pre-tax money to pay for eligible expenses.

- Funds must be used before the end of the plan year. Contribute up to the current IRS tax limit to the Health Care FSA to pay for eligible medical, dental, and vision expenses (not available to HSA participants). You may also contribute up to the IRS tax limit to the Dependent Care FSA.
- Employees will receive an FSA debit card which can be used to pay for qualifying healthcare expenses.
- Limited Health Care FSA, used for dental and vision expenses, is available to employees with a Health Savings Account.

Life and Accidental Death & Dismemberment (AD&D)

- **Basic Life and AD&D:** Aristocrat provides a basic life and AD&D policy to all employees, valued at one year of your salary, up to a maximum of \$500,000, at no cost to you.
- **Voluntary Life and AD&D:** You may purchase additional coverage at group rates for you, your spouse, and your children.

Disability Coverage

You are automatically enrolled in Short-Term Disability (STD) and Long-Term Disability (LTD) coverage at no cost to you, effective on your date of hire. If you become disabled temporarily or permanently, these policies help to replace a portion of your income.

- **STD:** 66.667% of your earnings, up to \$2,500 per week for 26 weeks, 7-day waiting period
- **LTD:** 60% of your earnings, up to \$10,000 per month, 180-day waiting period

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Parking and Commuter Benefit

Employees can fund an Alex HSA account with tax-free payroll deductions to cover work-related transit costs! This parking and commuter benefit is used for qualified expenses such as parking or transportation fees, including subway, train, bus or approved rideshare vehicles.



Financial Wellness

Finance is one of the leading sources of stress for Americans, which is why Aristocrat provides resources to support your financial wellness. From managing bills and building wealth, to handling financial emergencies that may come your way. We have several tools available to help employees strategize and reach their goals.

- **Charles Schwab:** Manage your 401(k) plan, and access financial planning tools, workshops, and guidance with experts. As a new hire you are eligible to enroll in the 401(k) plan. If you do not make an affirmative election, the plan will auto-enroll you on the first of the month after 30 days of employment.
- **Employer Match:** Aristocrat will match 100% of your contributions up to the first 4 percent.
- **Employer Match Vesting:** Employer match will vest after two years of employment. 50% will vest the first year and 100% will vest the second year.
- **Auto-enroll:** As an eligible employee, you are auto-enrolled for a 4% deferral towards your 401(k). You can modify the percentage or opt-out altogether.
- **Learning Center:** Login for educational webcasts and courses on money basics, savings, investing, retirement planning, and much more.
- **Concierge Services:** Charles Schwab's experienced team is available to guide you through your unique financial situation, help you start investing, and give advice for any finance-related issue, no matter what it is.
- **Supershare:** The share plan, Supershare, gives employees the opportunity to have a shared stake in Aristocrat's success. For every 2 shares you buy, Aristocrat will give you 1 for free, with a 2-year vesting period for free shares. Employees buy shares directly from their salary as a post-tax deduction.

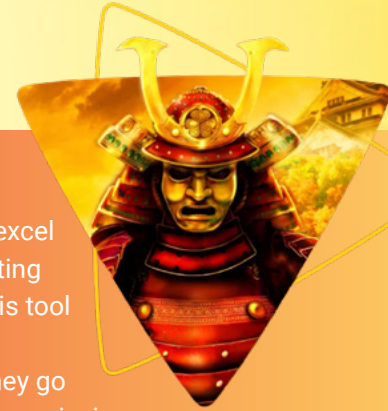
Paid Time Off

Aristocrat encourages all employees to take time off to relax and care for their well being. Employees enjoy 11 paid holidays, including two floating holidays. In addition to holidays, new employees accrue 15 days (120 hours) of paid time off annually, for the first two years, and enjoy increased PTO after hitting certain milestones. Aristocrat employees are also provided 8 paid hours annually for volunteer work.

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Recognition

Acknowledge coworkers who excel in Aristocrat values by nominating them with Power Plays. Use this tool to send e-cards and nominate employees for awards when they go above and beyond to achieve our mission.



Voluntary Benefits

- **Accident** insurance pays a benefit for unexpected accidents and injuries.
- **Critical Illness** insurance pays a benefit for the diagnosis of a critical illness, such as a heart attack or cancer.
- **Hospital Indemnity** insurance pays a cash benefit if you are confined to a hospital.
- **Identity Theft Protection** helps keep your privacy intact through credit monitoring, credit card fraud assistance, and more.
- **Legal Services** provides access to attorneys who can offer assistance and advice on a variety of legal matters.
- **Pet insurance** saves you money on veterinary expenses.