



ARISTOCRAT™

Benefits at a Glance

ARISTOCRAT GAMING

PIXEL
UNITED

ARISTOCRAT
INTERACTIVE.

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). Benefits include:

- All plans fully cover preventive care, including access to free annual wellness checks, health screenings, and immunizations.
- In-network outpatient mental health services are available at no cost to you!

Dental

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

- All plans cover preventive care, including free x-rays, cleanings, and dental exams.
- Orthodontia coverage is available with the DHMO and PPO Plan 2000.

Vision

Our three VSP vision plans offer in-network and out-of-network coverage. And Aristocrat covers 100% of the premium (for employees and their covered dependents!) for the VSP 130 Plan. Benefits include:

- 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 prorated 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.



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 and caring for your family.

- **Paid Parental Leave:** If you are approved for Family Medical Leave, you are eligible for up to 12 weeks of paid primary parental leave. If your spouse is having a child, you are eligible for 10 days of paid secondary 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 your health is the most valuable asset you have, and we want to support it!

- **My Benefits Champion:** Our Benefits Service Center is here to answer all your benefits and wellbeing questions. You can call their toll-free help line with all of your benefits-related questions. Get help understanding your benefits, enrolling in coverage, making a claim, and more!
- **Wellthy:** Tackle the administrative and logistical sides of care for yourself or your loved ones. Care Coordinators help navigate medical needs, legal challenges, finding housing or in-home care, connecting with social support, and more.
- **Lyra:** Through our Employee Assistance Program (EAP), you can receive up to 12 coaching or therapy sessions per incident, per year at no cost to you. Enjoy services such as guided self-care, mental health resources, and work life services to help you navigate life's challenges. Assistance with legal, financial, identity theft, or dependent care services is just a call or click away.
- **Lyra Essentials:** Access the personal well-being library to help you strengthen your relationships, reduce stress, 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 New Parents:** We celebrate and support new parents with items to help ease the transition of welcoming a new family member.

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



Flexible Spending Accounts (FSAs)

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

- You may contribute funds to your Health Care and/or Dependent Care FSAs (up to the current IRS limits) to pay for eligible medical, dental, vision, and dependent care expenses. The Health Care FSA is not available to those enrolled in an HSA. All FSA funds must be used by the end of the plan year.
- Enrolled employees will receive an FSA debit card, which can be used to pay for qualifying healthcare expenses.
- Those enrolled in an HSA are eligible to participate in the Limited Health Care FSA, which can only be used for eligible dental and vision expenses.

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 1x your annual 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:** 66.67% of your earnings, up to \$2,500 per week for 26 weeks, after a seven day waiting period.
- **LTD:** 60% of your earnings, up to \$10,000 per month, after an 180-day waiting period.

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Parking and Commuter Benefit

Employees can fund an HSA account with tax-free payroll deductions to cover work-related transit costs! This parking and commuter benefit can be used for qualified expenses including parking or transportation fees, transit passes, and rideshare expenses.

Financial Wellness

Money can be 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 reach their goals.

- **401(k) Retirement Plan:** Save for your future and access financial planning tools, workshops, and guidance from experts, at Charles Schwab.
- **Employer Match:** Aristocrat will match 100% of your contributions up to the first four 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), beginning the first of the month, following 30 days of employment. 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, from Charles Schwab.
- **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 two shares you buy, Aristocrat will give you one for free, with a two-year vesting period for free shares. Employees can also buy shares directly via payroll, as a post-tax deduction.

Paid Time Off

Aristocrat encourages all employees to take time off to relax and care for their well being. Each year, employees enjoy 11 paid holidays, including two floating holidays. In addition to holidays, employees accrue 15 days of annual PTO for their first two years, with the ability to earn additional PTO upon achieving various milestones. Aristocrat employees are also provided eight paid hours annually to spend time volunteering.

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Recognition

We acknowledge coworkers who excel in Aristocrat values by nominating them with Power Plays. Employees use this tool to send e-cards and nominate co-workers 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.