

# VS&Co

## BENEFITS

Regardless of where you are in your professional or personal life — entering the workforce, growing your family, looking forward to retirement — we connect you with benefits and resources to be at your personal best.

### Health

#### Medical and Pharmacy

Our medical plans vary based on price and coverage — you choose the plan that fits your needs. Each plan provides:

- Coverage for certain preventive care services, such as annual physicals and well-baby care, generally at little or no cost to you
- Coverage for doctor visits, surgery and hospital care
- Wellness programs, disease management, virtual primary care and telemedicine
- Prescription drug coverage



#### Mental Health and Well-Being Employee Assistance Program (EAP)

NO COST

The EAP gives you, your dependents and housemates (partner, roommate or anyone living under your roof) access to resources and professionals who will help confidentially resolve personal situations (8 sessions per individual issue). This benefit is provided to you at no cost and you do not need to be enrolled in other benefits to access the EAP.

#### ComPsych GuidanceResources

Available 24 hours a day, 7 days a week  
[www.guidanceresources.com](http://www.guidanceresources.com)  
 (Organization Web ID: VSCO)  
 1.866.483.1482  
 App: GuidanceNow

#### The Health Center at DC 5 (MEDICAL AND PHARMACY SERVICES)

If you are an associate who lives or is working in Columbus, visit the Health Center at DC 5 for your general medical and pharmacy needs. The Health Center generally offers lower cost on medical services and you'll receive special pricing on some prescriptions and all over-the-counter items.

If enrolled in the VS&Co medical plan:

- \$10 office visit co-pay
- \$5 physical therapy co-pay
- \$8 or less 30-day or \$16 or less 90-day tier 1 prescriptions

If not enrolled, your medical plan benefits apply.

#### The Health Center

[www.mypremisehealth.com](http://www.mypremisehealth.com)  
 1.614.577.CARE (2273)

#### Walgreens Pharmacy

1.614.856.4365



#### Anthem

[www.anthem.com](http://www.anthem.com)  
 1.833.990.3608  
 App: Sydney Health

#### OptumRx

[www.optumrx.com](http://www.optumrx.com)  
 1.888.788.3858  
 App: OptumRx

#### Aetna (NY, NJ, CT)

[www.aetna.com](http://www.aetna.com)  
 1.833.860.0390  
 App: Aetna

#### Dental and Vision

VS&Co offers dental and vision coverage to help you pay for eligible services.



#### MetLife (Dental)

[www.metlife.com/mybenefits](http://www.metlife.com/mybenefits)  
 (Company Name: Victorias Secret & Co.)  
 1.800.942.0854  
 App: MetLife



#### VSP (Vision)

[www.vsp.com](http://www.vsp.com)  
 1.800.877.7195  
 App: VSP Vision Care on the Go

### Savings & Finances

#### 401(k) Savings and Retirement Plan

The 401(k) plan is a great way for you to save the money you'll need for your retirement. If you're at least 21 years old, you can begin saving in the 401(k) any time the month following your hire date by making pre-tax and/or post-tax (Roth) payroll contributions — it's your choice.

Once you've been with us for a year and worked at least 1000 hours, VS&Co will kick in too by:

- Matching your savings dollar-for-dollar up to 4% and it vests immediately.
- Making an annual company contribution into your account based on a percentage of your annual earnings — and that's in addition to your savings and the company match. The annual contribution vests over six years.

#### Alight

[www.upointhr.com/vsco](http://www.upointhr.com/vsco) (enroll here)  
 1.833.935.3330  
 Download the Alight Mobile HR app after you've created your online account.

#### VS&Co Associate Stock Purchase Plan

We offer all associates who have been with the company at least six months the chance to be partners and "own" part of the business through the associate stock purchase plan. And we make it easy — purchase shares of VS&Co stock at a 15% discount during certain enrollment and offering periods. Find enrollment and offering periods in the VS&Co ASPP Plan Information and Enrollment Guide on [www.hraccess.lb.com](http://www.hraccess.lb.com) > Benefits > Benefits Information or the company intranet site > Benefits.

#### AST

[www.astfinancial.com](http://www.astfinancial.com) (enroll here)  
 1.866.709.7704

#### Health Care and Dependent Care Flexible Spending Accounts (FSA)

Save money by setting aside a certain amount of your pay, pre-tax, into health and dependent care accounts. Use this tax-free money to pay for medical, dental and vision expenses. Use the dependent care FSA to pay for expenses like day-care and preschool.

#### HealthEquity®

[www.healthequity.com](http://www.healthequity.com)  
 (Select Login > WageWorks)  
 1.877.924.3967  
 App: EZ Receipts®



#### Legal Insurance

Some legal situations are planned, like creating a will, and others are more unexpected — like dealing with a traffic ticket. With legal insurance, network attorney fees are 100% paid-in-full for most covered matters. You also have access to valuable resources like online tools, identity theft protection, protection, eldercare and elder law legal services for your parents and grandparents, tax services and more.

#### ARAG

[www.ARAGlegal.com/myinfo](http://www.ARAGlegal.com/myinfo)  
 (Access Code: 18821vsc)  
 1.800.247.4184  
 App: ARAG Legal



## Paid Time Off

#### PTO

Paid Time Off (PTO) offers you flexibility when you want to take time away from work. Your PTO accumulates based on your months and years of service.

YEARS OF SERVICE	TOTAL PTO (In a Calendar Year)
2 <sup>nd</sup> -5 <sup>th</sup> calendar year	19 days
6 <sup>th</sup> -10 <sup>th</sup> calendar year	24 days
11 <sup>th</sup> -14 <sup>th</sup> calendar year	28 days
15 <sup>th</sup> calendar year	32 days

FIRST CALENDAR YEAR MONTH HIRED	TOTAL PTO (In a Calendar Year)
Jan/Feb/Mar	19 days
Apr/May/June	11 days
Jul/Aug/Sep	6 days
Oct/Nov	2 days
Dec	0 days

#### 2023 HOLIDAYS

- **Martin Luther King Day** – January 16
- **Presidents Day** – February 20
- **Memorial Day** – May 29
- **Juneteenth (Flexible Holiday)** – June 19
- **Independence Day** – July 4
- **Labor Day** – September 4
- **Thanksgiving** – November 23
- **Christmas** – December 25
- **New Year's Day 2024** – January 1

#### TIME OFF FOR NEW PARENTS

We think it's important for you to take time off from work to bond with your new family member.

#### Maternity Leave

14 weeks at 100% pay for associates who are birth mothers.

#### Parental Leave

Six weeks at 100% pay for associates who are non-birth parents, including adoptive parents.



## Savings & Finances (continued)

### Disability

Short- and long-term disability provides you with income when you need to be away from work to take care of yourself.

HR Direct: 1.866.473.4728

### Tuition Reimbursement

If you've had at least one year of consecutive full-time service, you are eligible for education reimbursement up to \$5,250 per calendar year for work-related undergraduate, graduate or GED course work.



HR Direct: 1.866.473.4728

### Life Insurance

VS&Co automatically provides you with life insurance equal to your annual base salary (no cost to you). **You can also enroll in and pay for optional life insurance for you and your dependents.**

HR Direct: 1.866.473.4728



### Commuter Program

If you pay for parking or public transit (train, subway, bus, ferry or vanpool) as part of your daily commute, the commuter program lets you use pre-tax dollars to pay for your commuting costs.

**HealthEquity®**  
www.healthequity.com  
(Select Login > WageWorks)  
1.877.924.3967  
App: EZ Receipts®

## Family & Lifestyle

### Surrogacy & Adoption Assistance

We recognize that families grow in lots of ways. Eligible associates may receive reimbursement for surrogacy and adoption related expenses up to \$20,000.

HR Direct: 1.866.473.4728

### Anthem and Aetna Family Support Programs

Anthem and Aetna offer no cost programs to support you and your growing family. Whether you are planning for a baby, pregnant or post-delivery, the programs will offer tools, resources and 24/7 personalized support to meet your diverse family needs (e.g., support for single, same sex and multicultural parents). Get enrolled through the Anthem Sydney Health app, Anthem app, anthem.com, aetna.com or by calling the number on the back of your medical ID card.

### Backup Care Connection® (FOR KIDS, ADULTS AND PETS BY LIFECARE)

Use backup care when you need to secure temporary child, adult or pet care because your normal care plans are disrupted and you need to fulfill work responsibilities (up to 9 days).

- You pay \$10 per day for in-home care or at a network daycare center
- Get reimbursed up to \$100 per day when a family member or friend helps out

<https://vsco.lifecare.com>  
1.833.499.2130

### Maven Virtual Care for You and Your Family

No matter where you are on your reproductive and family health journey — fertility and family building, maternity and newborn care, parenting and pediatrics to menopause and ongoing care — Maven can help. Get free 24/7 virtual access to top-rated providers via unlimited video appointments, messaging, and classes — all from the comfort of your home. Maven is available to associates enrolled in a company-sponsored medical plan (services may vary).

Download the Maven Clinic app or visiting [mavenclinic.com/join/vs](https://mavenclinic.com/join/vs) to learn more and activate your free membership.

## Discounts

### Merchandise Discount

All associates receive a generous discount on products at VS&Co, victoriasecret.com and until further notice, Bath & Body Works.

	FULL-TIME DISCOUNT	PART-TIME DISCOUNT
At Hire	40%	30%

### Home, Auto and Pet Insurance

Get access to special discounts and convenient payment options for your personal insurance needs.

**MetLife Pet Insurance**  
Get a quote/enroll: [metlife.com/getpetquote](https://metlife.com/getpetquote)  
Manage your account: [mypets.metlife.com](https://mypets.metlife.com)  
(Company Name: Victorias Secret & Co.)  
1.800.438.6388

**Farmers GroupSelect<sup>SM</sup> Auto and Home Insurance**  
[www.myautohome.farmers.com](https://www.myautohome.farmers.com)  
(Company Name: Victoria's Secret & Co.)  
1.800.438.6381

### LifeMart (by LifeCare) (PRODUCT & SERVICE DISCOUNT SITE)

Save money on everything from car rentals to movie tickets, child care, electronics and more.

[vsco.lifecare.com](https://vsco.lifecare.com)  
1.833.499.2130  
App: LifeMart



## Get the help you need, when you need it.



### Health Advocate

Use Health Advocate to help you and your family resolve health-care related issues.

- Find a doctor
- Resolve complicated medical bills, claims and billing issues
- Understand medical conditions, test results and treatment options
- Coordinate medical record transfers
- Work with insurance companies (including Medicare and Medicaid) to obtain necessary approvals and coordinate benefits

No cost and no need to be enrolled in the medical plan. Your parents and parents-in-law can use it too.

[www.healthadvocate.com/members](https://www.healthadvocate.com/members)  
(Company Name: Victoria's Secret & Co.)  
1.866.695.8622

### LifeCare

Whether you're managing a major life event or dealing with daily tasks, LifeCare's complimentary suite of services are designed to make your life easier. LifeCare provides 24/7 personalized assistance and informative tips, tools and events, plus major discounts on products and services nationwide, all at no cost to you. For example, get:

- Help with childcare resources
- Back to school support and resources
- Financial, health and wellness resources
- Local pet care services and pet backup care
- Prescreened home improvement pros and services
- Eldercare resources (living, Medicare, etc.)
- Access to webinars, live talks, podcasts, articles, downloadable help guides

<https://vsco.lifecare.com>  
1.833.499.2130

**Get Benefits Information:**  
[hraccess.lb.com](https://hraccess.lb.com) > Benefits > Benefits Information or the company intranet site > Benefits.



**Ask Questions:**  
HR Direct  
Monday – Friday  
9 a.m. to 6:30 p.m. ET  
1.866.473.4728

**Enroll:**  
[hraccess.lb.com](https://hraccess.lb.com) > Benefits