

# U.S. RETAIL (FT) SUMMARY



Levi Strauss & Co. (LS&Co.) offers a total rewards package that includes a competitive salary, incentive plans and a wide array of benefits designed to help you and your family stay healthy, meet your financial goals, protect your income and balance the demands of your work and personal life. We encourage you to refer to myHR (intranet) and Workday to understand what benefits are available to you.

#### Product Discounts:

Employees based in the U.S. get substantial discounts off merchandise. In Levi's® retail locations (both outlet and mainline), you receive 50% off regular-priced merchandise and 10% off clearance items. You also receive 50% off all products on [Levi.com](https://www.levi.com) and [Dockers.com](https://www.dockers.com).

#### Employee Stock Purchase Plan:

One of the benefits of working for a publicly traded company is the opportunity to own shares in the company at a discount only available to employees. Now that LS&Co. has gone public – trading as LEVI – U.S. employees can purchase shares of LEVI stock at a 15% discount and participate in the financial results of our company through our Employee Stock Purchase Plan (ESPP).

## HEALTH & WELFARE PLANS

#### Medical, Vision & Dental Coverage:

All regular full-time and part-time employees scheduled to work 30 or more hours per week are eligible for health care benefits. LS&Co. offers a choice between two Aetna medical plans, two Aetna dental plans and two vision plans. Eligible dependents include spouses, domestic partners and children up to age 26 for the medical, dental, and vision plans. All plans cover care with any provider, but you pay less when you use a provider in the network.

#### Health Savings Account (HSA):

The HSA is only available to you if you are enrolled in a qualified medical plan. An HSA allows you to put aside pre-tax dollars to pay for out of pocket health care expenses now and in the future. LS&Co. also makes a contribution to the HSA each year you are enrolled in a qualified plan.

#### Health Care and Dependent Care Flexible Spending Accounts:

Flexible Spending Accounts allow you to set aside pre-tax dollars to pay for qualified out-of-pocket health care and dependent care expenses each year.

#### Life Insurance and Accidental Death & Dismemberment (AD&D):

LS&Co. provides basic life insurance and an accidental death policy (both at one time annual base salary) at no cost to you. You may elect to purchase supplemental life insurance for yourself, your spouse/domestic partner and your children.

#### Commuter Benefits:

The Commuter Benefits program allows you to use pre-tax dollars to pay for eligible work-related public transportation and parking expenses.

## EMPLOYEE WELL-BEING

#### Employee Well-being:

LS&Co.'s well-being program, called "Live Wellth," supports and rewards you for taking charge of your physical, emotional and financial health. Each year, Live Wellth offers opportunities to complete well-being-related challenges to help you earn free employee medical insurance. On top of that, you have the opportunity to earn enough points by completing challenges and participating in one-on-one coaching and/or webinars that automatically enter you into VISA gift card drawings.

#### WorkLife Services:

As a part of Live Wellth, LS&Co. offers WorkLife Services to help you enhance your life, both personally and professionally. WorkLife Services, administered by Optum, includes face-to-face counseling as well as a variety of other resources. Services are confidential and available at no cost to you.

#### Corestream Discount Program:

Shop, dine and travel for less with the Corestream discount program. You could also obtain discounted group rates on per insurance, home and auto and personal legal assistance. Visit myHR or [levis.corestream.com](https://www.levis.corestream.com).

#### Fitness Center Discounts:

Employees receive a subsidized initiation fee and monthly corporate membership rates at Crunch Fitness.

#### LS&Go!:

The first 200 employees to apply each quarter will be reimbursed up to \$50 for an athletic event registration fee and will also receive an LS&Go! t-shirt.



## RETIREMENT & SAVINGS

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### 401(k) Retirement Plan:

On day one of your employment LS&Co. offers you a competitive 401(k) savings and investment plan called ESIP. You may contribute up to the maximum of 75% of eligible compensation to the Plan on a pre-tax basis, up to the IRS and Plan limits. The Company provides a discretionary matching contribution of \$1.25 per \$1.00 up to 6% of eligible pay for each pay period. ESIP currently offers a diverse range of investment choices with several core mutual fund options through Fidelity Investments.

### Credit Union:

As an LS&Co. employee, you're eligible for membership with [First Tech Federal Credit Union](#). First Tech can save you money with lower loan rates, higher deposit rates and fewer fees. Services include checking and savings accounts, credit cards, auto loans, motorcycle, boat and RV loans and mortgage and home equity loans.



## MANAGING YOUR TIME

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**LS&Co. recognizes the importance of time and flexibility to you, and understands how providing policies to address these needs can help employees better manage their personal and professional lives.**

### Time off With Pay Policy (TOPP):

Time off for any reason (vacation, illness, personal days) is accrued based on your years of service and used with manager approval from a single pool of accrued time off.

### Paid Holidays:

Employees enjoy designated paid holidays throughout the year.

### Leaves of Absence:

A leave of absence may be available for medical conditions, family care, parental bonding, maternity or personal reasons. All are subject to company and/or manager approval as well as government regulations.



## CARING FOR THE COMMUNITY

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### Team Volunteering:

At dedicated points in the year, retail employees are encouraged to volunteer alongside their teammates with local community-based organizations. These team volunteer activities are supported through grants from the Levi Strauss Foundation.



## OTHER BENEFITS

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### Red Tab Foundation Emergency Financial Assistance and Education:

The Red Tab Foundation (RTF) is a non-profit foundation that assists LS&Co. employees, retirees and their families who, due to unexpected circumstances, face financial difficulty that threatens their ability to provide for the basic necessities of life. In addition to providing loans and grants, the Red Tab Foundation provides educational programs and services to help employees learn skills for more secure financial futures. One of these programs, Red Tab Savers, provides a \$1 for \$1 match to help employees jumpstart their savings. To learn more about RTF, visit [redtabfoundation.org](http://redtabfoundation.org).

*This summary and description above highlight various employee benefits, programs, plans and services; it is not a complete description. The descriptions set forth herein are not a guarantee of current or future employment or benefits. Detailed provisions of the LS&Co.'s benefit plans, determination of eligibility and responsibility for general operation of the plans can be found on the Company's intranet or through askHr. LS&Co. may in its sole discretion terminate, withdraw or modify any benefits described here, in whole or in part, at any time. If there is any conflict between this document and an official plan document or Company policy, the official document will govern.*