

TOMMY BAHAMA BENEFITS – WA

Full-Time Employees

The benefits below are available to all full time employees, although certain exceptions are noted based on where the position is located, as noted in the job posting. For purposes of this document, the following are referred to as “Retail”: Bellevue Square Retail, Seattle Premium Outlet, and University Village Retail.

- **Insurance**
 - Medical
 - Dental
 - Vision
 - Voluntary Medical
 - Accident
 - Hospital
 - Critical Illness
 - Short-term & Long-term Disability
 - Life and Accidental Death & Dismemberment
- **Health Saving Account**
- **Healthcare and Dependent Care Flexible Spending Account (FSA)**
- **Deferred Comp (min. salary \$175,000 annually)**
- **401K Plan with Company match**
- **Employee Stock Purchase Plan**
- **Employee Assistance Programs**
- **Pet Benefits**
- **Voluntary Education Courses**
- **Bereavement/Funeral Time Off**
 - 5 Consecutive days: Children, Spouse, Domestic Partner, Stepchildren
 - 3 Consecutive Days: Brother, Father, Grandchildren, Grandparents, Mother, Sister, Stepbrother, Stepfather, Stepmother, Stepsister; spouse domestic partner’s mother or father.
- **Voluntary Charitable Activities**
 - Employees may receive compensation for donating up to a maximum of 24 hours (per calendar year) of personal time to voluntary charitable activity.
- **Subsidized Parking or Orca Card for Seattle Corporate**
- **Tommy Bahama Product Employee Discount/Allowance Programs**
 - **Seattle Corporate, Auburn Corporate, Federal Way Corporate:** Employee Discount Program
 - **Retail:** Employee Discount/Allowance Program
- **Aloha Time Off and Holidays**
 - **Seattle Corporate, Federal Way Corporate, Auburn Corporate:**

Employment Anniversary	ATO Accrual Rate	Max Annual ATO Accrual
0-4 Years	.07308 per hour (hourly/non exempt) 5.85 hours per pay period (salaried/exempt)	19 Days (152 hours)

- - Holidays: 8 paid holidays

- **Retail**

Employment Anniversary	ATO Accrual Rate	Max Annual ATO Accrual
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0-4 Years	.06538 per hour (hourly/non exempt) 5.23 hours per pay period (salaried/exempt)	17 days (136 hours)
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- Holidays: 2 paid holidays

- **Bonus Opportunity**

- **Seattle Corporate:** Potential Annual Bonus Program**
- **Auburn Corporate & Federal Way Corporate:** Quarterly Bonus Program**
- **Retail:** Monthly Bonus Program

** Bonus Program Notes:

The following Auburn Corporate and Federal Way Corporate positions are eligible for the potential annual bonus program, but excluded from the potential quarterly bonus program: SVP Global Logistics, Director of Global Logistics, Director of Distribution, System Administrator, Product Enhancement Supervisor, Technical Support Analyst, Lead Technical Support Analyst, Project Manager, Supervisor Application Operations, Network Administrator, Application System Architect, Senior Technical Support Analyst.

The following Auburn Corporate positions are **excluded** from all bonus plans: Courier, Distribution Center Associate, Senior Distribution Center Associate, eCommerce Lead, Inventory Associate, Material Handlers I, II and III, Material Handler II – Receiving, Order Induction Associate, Processing Lead, Product Enhancement Lead, Quality Control Associate, Receiving Coordinator, Receiving Lead, Returns Clerk, Shipping Group Lead, Value Added Service Associate, Warehouse Associate including those assigned to eCommerce and Operations, Warehouse Janitor.

Part Time Employees

The benefits below are available to all part time employees, although certain exceptions are noted based on where the position is located, as noted in the job posting. For purposes of this document, the following are referred to as “Retail”: Bellevue Square Retail, Seattle Premium Outlet, and University Village Retail.

- **401K Plan with Company match**
- **Employee Stock Purchase Plan**
- **Employee Assistance Programs**
- **Potential Retail Bonus for eligible Retail Employees**
 - **Seattle Corporate:** Annual Bonus Program
 - **Retail:** Monthly Bonus Program
 - **Corporate – Federal Way - Guest Services Representative Tier I and Tier II positions only:** Quarterly Bonus Program
- **Aloha Time Off and Holidays**
 - **Seattle Corporate, Federal Way Corporate, Auburn Corporate:**

Employment Anniversary	ATO Accrual Rate	Max Annual ATO Accrual
0-4 Years	.07308 per hour (hourly/non exempt) 5.85 hours per pay period (salaried/exempt)	19 days (152 hours)

- Holidays: 8 paid holidays

- **Retail**

Employment Anniversary	ATO Accrual Rate	Max Annual ATO Accrual
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0-4 Years	.06538 per hour (hourly/non exempt) 5.23 hours per pay period (salaried/exempt)	17 days (136 hours)
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- Holidays: 2 paid holidays