

The Boot Barn Benefits Summary Sheet is to be used as a general guide and for informational purposes only. All benefits are subject to change at any time. For additional details or questions, please visit bootbarnbenefits.com or email benefits@bootbarn.com.

ALL PARTNERS

Options	Description
TIME-OFF POLICIES	<u>Vacation Time:</u> - Regular, hourly Partners accrue vacation based on tenure, level, status, and hours worked (up to 80 hours per pay period). - Regular, salaried Partners accrue based on tenure and level, regardless of hours worked. - Accrual begins after 3 months of continuous employment. - Maximum balance is 1.5x the annual accrual rate. <u>Sick Time:</u> - Accruals vary by state and Partner status—see the Company Partner Handbook or your state addendum for details.
401(K) PROGRAM	Partners age 21+ are eligible to join the Fidelity-administered 401(k) plan the first of the month after one month of employment. Visit 401k.com to set up your contribution rate at any time. After 1 year, Boot Barn matches 100% of the first 3% and 50% of the next 2% contributed.
EMPLOYEE ASSISTANCE PROGRAM (EAP)	- Complimentary support for challenges including family and relationship concerns, grief and loss, substance abuse and recovery, and financial guidance. - Up to 3 free mental health assessment sessions for Partners and family members. - Unlimited telephonic clinical, childcare, and elder care referrals. - To access, call (855) 775-4357 or visit rsli.acieap.com.
LEGAL INSURANCE	- ARAG's legal insurance plan covers a wide range of legal needs, including criminal situations, family law events, financial matters, rental matters, wills and estate planning, and other general legal needs. - Enrollment must be completed in ADP at time of hire, or during open enrollment. - Visit ARAGlegal.com/myinfo and enter access code 19271bb or call 800-247-4184.
PET INSURANCE	ASPCA Pet Health Insurance provides pet insurance and reimbursement for covered vet expenses. To enroll, visit ASPCApetinsurance.com/BootBarn or call 877-343-5314 .
PARTNER DISCOUNTS	<u>Boot Barn Partner Discount:</u> Valid in store and online, Partners receive up to 40% off branded merchandise (3rd party vendors) and 50% off Exclusive Brands and all other regularly priced merchandise. <u>Working Advantage:</u> Find discounts on electronics, appliances, gifts cards, memberships, hotels, theme parks, rental cars, and more! Visit bootbarn.savings.workingadvantage.com. <u>Active & Fit:</u> Find discounted gym memberships at activeandfitdirect.com.



FULL-TIME PARTNERS

Coverage for all plans begin on the first of the month following one month of employment or move to full-time status. Outside of Open Enrollment (effective October 1), changes can only be made if Partners experience a qualifying life event. Proof of a qualifying event must be sent to the Benefits Department within 30 days of the event.

Options	Description
MEDICAL, DENTAL, AND VISION PLANS	<u>Anthem Blue Cross Blue Shield</u> • PPO Classic • PPO Platinum Saver (High Deductible Health Plan) • PPO Smart Saver (High Deductible Health Plan) <u>Delta Dental</u>: High or Low PPO Plans <u>EyeMed Vision</u>: PPO Plan Access your benefits through Collective Health or call 855-672-2692 
PRESCRIPTION SAVINGS	• Save time and money by using a mail-order pharmacy for maintenance medications. You'll receive a 90-day supply delivered to your home—no need for monthly trips to the pharmacy. • Pharmacies at warehouse clubs or discount retailers like Costco may offer lower prices. Call ahead to compare and find the best deal. • For a current version of the prescription drug list(s), contact your Member Advocates at 855-672-2692. • Prescription discounts may be available to you via GoodRx. Visit goodrx.com for more information.
ADDITIONAL MEDICAL RESOURCES	<u>Telehealth & NurseLine</u>: Connect with physicians for many non-emergency illnesses online. Download the LiveHealth Online app or call 888-548-3432. Access the 24/7 NurseLine at 800-700-9786. <u>Rula</u>: Connect with licensed therapists online. Visit rula.com/bootbarn or call 323-205-7088. <u>Hinge Health</u>: Get personalized workout plans for pain management from certified physical therapists. Visit hingehealth.com.
FLEXIBLE SPENDING AND HEALTH SAVING ACCOUNTS	<u>Health Savings Account (HSA)</u>: For high deductible plan health plan enrollees; money is deposited each paycheck and can be used for eligible healthcare expenses. Unused funds roll over yearly. <u>Health Care Flexible Spending Account (FSA)</u>: For PPO Classic Plan enrollees; funds are frontloaded and can be used for eligible healthcare expenses. Limited carryover amount (varies yearly). <u>Dependent Care FSA</u>: Covers childcare (up to age 13) or care for disabled household members. <u>Commuter Spending Account</u>: Covers eligible transit, vanpool, and parking expenses.

FULL-TIME PARTNERS (CONTINUED)

Options	Description
LIFE INSURANCE, AD&D, AND DISABILITY	<u>Company Provided Life and AD&D:</u> All full-time Partners receive the benefit amount of \$25,000.00 at no cost. <u>Voluntary Term Life and AD&D:</u> - Partners can purchase coverage in \$10,000 increments up to \$250,000. - Spouse coverage available in \$5,000 increments up to \$125,000 (max 50% of Partner's coverage). - Child coverage available in \$5,000 increments up to \$25,000 (max 50% of Partner's coverage). <u>Short Term Disability:</u> - Provides income replacement for non-work-related illnesses or injuries.
VOLUNTARY BENEFITS	<u>Critical Illness:</u> Pays a lump sum for covered illnesses or conditions. <u>Hospital Indemnity:</u> Pays a lump sum to offset medical and non-medical costs from a hospital stay. <u>Accident Coverage:</u> Pays a lump sum for injuries and treatments from covered accidents. <u>Cancer Guardian:</u> Helps access affordable cancer prevention and support services. <u>LifeLock:</u> Offers discounted identity protection services.

