

## SPEEDWAY LLC - 2020 BENEFITS PLAN SUMMARY

PLAN	STORE MANAGEMENT	STORE HOURLY FULL-TIME*	STORE HOURLY PART-TIME*
<b>Retirement Plans</b>	Weekly Company Match of \$1.17 for every \$1.00 on the first 6% of employee contributions.  Immediate eligibility upon enrollment!  + Company contribution to cash balance account (eligible with 1,000 hours worked).	Weekly Company Match of \$1.17 for every \$1.00 on the first 6% of employee contributions.  Immediate eligibility upon enrollment!  + 3.5% Company contribution to 401(k) (eligible with 1 year of employment, 1,000 hours worked & 21 years of age or older).	Weekly Company Match of \$1.17 for every \$1.00 on the first 6% of employee contributions.  Immediate eligibility upon enrollment!  + 3.5% Company contribution to 401(k) (eligible with 1 year of employment, 1,000 hours worked & 21 years of age or older).
<b>Health (Includes Prescription Drug Coverage)</b>	Two Choices: Traditional health option or a high deductible health option with a Health Savings Account (with Company contribution!)  Immediate eligibility upon enrollment!	Two Choices: Traditional health option or a high deductible health option with a Health Savings Account (with Company contribution!)  Immediate eligibility upon enrollment!	Eligibility based on averaging 30 hours per week or more in the previous year's evaluation period.
<b>Dental</b>	PPO and Premier Networks	PPO and Premier Networks	
<b>Vision</b>	PPO and additional discounts on eyewear	PPO and additional discounts on eyewear	
<b>Flexible Spending Accounts</b>	Full-Purpose eligible with traditional option or if not participating in the Company Health Plan; Limited-Purpose eligible with high deductible health option.	Full-Purpose eligible with traditional option or if not participating in the Company Health Plan; Limited-Purpose eligible with high deductible health option.	
<b>Life Insurance</b>	1X annual pay basic life Company-paid. Additional optional coverage available.	\$7,500 basic life Company-paid. Additional optional coverage available.	
<b>Employee Assistance Program</b>	Free, confidential assistance with life management concerns. Available to all members of household.  Immediate eligibility!	Free, confidential assistance with life management concerns. Available to all members of household.  Immediate eligibility!	
<b>Disability</b>	Company-paid Short-Term Disability. Optional Long-Term Disability coverage available. State mandated disability where applicable.	Optional Short-Term and Long-Term Disability coverage available. State mandated disability where applicable.	State mandated disability where applicable.
<b>Sick Pay</b>	8 days per year. Mandated sick pay may change eligibility.	Mandated sick pay where applicable.	Mandated sick pay where applicable.
<b>Vacation Pay</b>	Up to 5 weeks of vacation pay based on Company service time.	Up to 4 weeks of vacation pay based on Company service time.	
<b>Holiday Pay</b>	6 Holidays for holiday premium pay for holiday hours worked (hourly) or holiday absence pay.	6 Holidays for holiday premium pay for holiday hours worked.	6 Holidays for holiday premium pay for holiday hours worked.
<b>Educational Reimbursement</b>	\$300 per semester credit hour; \$200 per quarter credit hour; 100% required fees, 80% required books; Maximum annual reimbursement \$5,250.	\$300 each semester; \$200 each quarter; 100% required fees, 80% required books; Maximum lifetime reimbursement \$3,200.	\$150 each semester; \$100 each quarter; 100% required fees, 80% required books; Maximum lifetime reimbursement \$3,200.
<b>Adoption Assistance</b>	Immediate eligibility for reimbursement of adoption related expenses up to \$7,500 per adoption, \$15,000 lifetime maximum.	Immediate eligibility for reimbursement of adoption related expenses up to \$7,500 per adoption, \$15,000 lifetime maximum.	Immediate eligibility for reimbursement of adoption related expenses up to \$7,500 per adoption, \$15,000 lifetime maximum.

Additional benefits include Family Leave, Military Leave, Accidental Death & Dismemberment Insurance, Occupational Accidental Death Coverage, and Legal Services.

\*Excluding union store employees.