

SPEEDWAY LLC - 2019 BENEFITS PLAN SUMMARY

PLAN	STORE MANAGEMENT	STORE HOURLY FULL-TIME*	STORE HOURLY PART-TIME*
Retirement Plans	Weekly Company Match of \$1.17 for every \$1.00 on the first 6% of employee contributions. Immediate eligibility upon enrollment! + 4% 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).
Health (Includes Prescription Drug Coverage)	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.
Dental	PPO and Premier Networks	PPO and Premier Networks	
Vision	PPO and additional discounts on eyewear	PPO and additional discounts on eyewear	
Flexible Spending Accounts	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.	
Life Insurance	1X annual pay basic life Company-paid. Additional optional coverage available.	\$7,500 basic life Company-paid. Additional optional coverage available.	
Employee Assistance Program	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!	
Disability	Long-Term Disability coverage available.	Short-Term Disability coverage available.	
Sick Pay	Following 6 months of Full-time service, eligible for up to 26 weeks based on years of service or eligible for short-term disability dependent upon location. State mandated may change eligibility.	State mandated sick pay where applicable. State mandated disability where applicable.	State mandated sick pay where applicable. State mandated disability where applicable.
Vacation Pay	Vacation pay schedule dependent upon date of hire and Company service time.	Vacation pay schedule dependent upon date of hire and Company service time.	
Holiday Pay	6 Holidays; Holiday pay for Full-time hourly employees for holiday hours worked.	6 Holidays; Holiday pay for holiday hours worked.	6 Holidays; Holiday pay for holiday hours worked.
Educational Reimbursement	\$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.
Adoption Assistance	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 and Dismemberment Insurance, Occupational Accidental Death Coverage, and Matching Gifts & Scholars Program.

*Excluding union employees in New York and New Jersey.