



BENEFITS AT A GLANCE

Salaried Benefits
Field Leadership



Taking care of you.





At Bloomin' Brands, we care about your well-being and that of your family. That's why we've designed a comprehensive benefits package to support what matters most to you. As a Field Leadership salaried team member, or hourly team member eligible for salaried benefits, you'll have access to a variety of Bloomin' Brands benefits for your well-being and success.


Most benefits begin the first day of the month following or coinciding with your hire date. For more information about eligibility and the benefits we offer, please visit BloominBrandsBenefits.com.





Healthcare and Emotional Well-Being


 **Medical and prescription drugs:** Get comprehensive coverage through one of our three medical plan options offered through Blue Cross Blue Shield of Florida (BCBSFL). All plans cover in-network preventive care at no cost and include prescription drug coverage through Express Scripts, Inc. (ESI).


 **Telemedicine via Teladoc:** Access virtual healthcare for general medical needs, dermatology, and mental health services - without the waiting room - through Teladoc, included with your BCBS medical plan.


 **Care Management & Advocacy:** Get personalized support from a registered nurse care manager, helping you find resources, get answers, and arrange transportation for medical appointments.


 **Maternity Support Program:** Receive expert guidance throughout your pregnancy with interactive coaching and care management through BCBS's Maternity Care Program.


 **Diabetes Support:** Manage diabetes, high cholesterol, and obesity through Express Scripts' Diabetes Care Value Program with Omada - supporting you at every step of your health journey.

 **Weight Loss Support:** Join a free weight-loss program through your medical plan, or enjoy 50% off the WW (formerly Weight Watchers) Digital Program.


 **Smoking Cessation:** Break the habit with the Quit for Life program, providing resources to help you quit tobacco for good.


 **Personal Coaching:** Not sure how to start your wellness journey? Get free one-on-one coaching from a healthcare professional to guide your next steps.


 **Health Rewards Program:** Participate in wellness activities and earn discounts on your medical premiums through our Health Rewards program with Personify Health.


 **Health Savings Account (HSA):** If you are enrolled in the Choice HSA medical plan, you can set aside money - tax free - to pay for eligible health care expenses. In 2025 you can contribute up to \$4,300 (individual) or \$8,550 (family), with an extra \$1,000 if you're 55 or older.




 **Healthcare Flexible Spending Account (FSA):** Set aside up to \$3,200 tax-free (for 2025) for eligible healthcare expenses if you enroll in one of our PPO plans, or even if you aren't enrolled in a Bloomin' Brands medical plan.


 **Dental:** Keep your smile healthy with two dental plan options through Cigna.


 **Vision:** Get annual eye exams, eyeglass frames, lenses, or contact lenses through VSP's vision plan.

 **Employee Assistance Program (EAP):** Access six free, confidential counseling sessions per person, per issue, per year with the Employee Assistance Program (EAP) provided by Magellan. Virtual counseling is also available through Magellan's partnership with BetterHelp.


 **Digital Emotional Well-Being Program:** Strengthen your mind-body connection with interactive tools and activities with Neuroflow's digital emotional well-being program, included with EAP benefits.


Financial Security and Well-Being


 **Dependent Care FSA:** Set aside up to \$5,000 - tax-free - for qualified dependent care expenses, including preschool, daycare, summer camps, and before or after-school programs for children under 13. You can also use these funds for adult daycare or elder care services for dependent adults.

 **401(k) plan:** Prepare for your retirement by enrolling in our 401(k) plan and benefit from matching contributions from Bloomin' Brands. Your contributions and the employer match are immediately fully vested.

 **Deferred Compensation Plan (DCP):** Team members who meet the IRS definition of a highly compensated employee can opt into the Deferred Compensation Plan annually - offering additional tax savings opportunities.


 **Disability:** Protect your income with short- and long-term disability benefits. You are automatically enrolled in basic short- and long-term disability coverage and have the option to buy up to a higher benefit amount. Additionally, team members who are recovering from childbirth will receive a short-term disability benefit equal to 100% of your base weekly salary, subject to applicable taxes.


 **Life and Accidental Death and Dismemberment (AD&D):** Bloomin' Brands provides you with basic life and accidental death and dismemberment (AD&D) insurance equal to one times your base annual salary. You can also purchase supplemental life and AD&D coverage for additional financial protection for yourself, your spouse, and/or your children.


 **Financial, Legal & Estate Support:** Included with your Life and AD&D benefits through New York Life:


- **FinancialConnect:** Enjoy unlimited access to Certified Public Accountants (CPAs) and other financial professionals for assistance with financial planning.
- **LegalConnect:** Unlimited phone consultations with attorneys on topics like divorce, estate planning, and identity theft, plus referrals for a free 30-minute consultation and 25% off additional fees.
- **EstateGuidance:** Create essential documents - wills, living wills, and final arrangements - quickly and affordably with an easy-to-use online tool.




 **Financial counseling:** Connect with a money coach for 30-minute sessions on topics like budgeting and investing – available three times per topic each year through our EAP vendor, Magellan, or access online tools and resources to help you become more confident about your finances.

 **Legal Assistance:** With MetLife Legal Plans, you'll have access to a network of more than 14,000 attorneys to help with real estate transactions, estate planning, family matters, and driving and traffic issues.

 **Business Travel Accident (BTA) insurance:** Stay protected during business trips with coverage for injuries or accidents while traveling.


 **Commuter Benefits:** Save money on your daily commute to work by setting aside money – tax free – to pay for qualified mass transit expenses. Commuter benefits are available in Illinois, Pennsylvania, New Jersey, New York, and California.


Time Away from Work


 **Paid Time Off (PTO):** Take time to rest, recharge, or recover with PTO benefits based on your length of service.


 **Travel Support:** New York Life's Secure Travel benefit offers pre-trip planning, assistance while traveling and emergency medical transportation benefits when traveling 100 miles or more from home.


Additional Perks and Benefits


 **BBI Trust:** Contribute to or request assistance from a team member-funded trust in the event of an emergency such as a medical issue or the loss of a home.

 **Adoption assistance:** Get reimbursed up to \$4,000 per child (or \$6,000 for special needs adoptions) for eligible adoption expenses.

 **Discount programs:** Save on products and services, from travel to electronics, with Perks at Work and Life Mart discount programs.

 **Rx for Pets Discounts:** Pets are family too. Use the Inside Rx Pets program to save on prescriptions for your furry friends.


 **Tuition Discounts:** Access tuition discounts with Johnson & Wales University, St. Leo University, and the University of Phoenix.


 **Meal Comp:** Enjoy 100% off your meal, up to \$100 per visit and \$1,000 per quarter, when dining at our restaurants.



For More Information

The benefits overview guide is intended for informational purposes only and does not constitute an employment contract or guarantee of benefits. The descriptions provided are summaries and do not include all details of each benefit. For complete information, please refer to the official Plan documents, which govern in case of any discrepancies.

 Visit BloominBrandsBenefits.com to explore all your benefits in detail – available in both English and Spanish.

 Need Assistance? Contact the HR Resource Center at **800-555-5808**, Option 3. Representatives are available Monday through Friday, 9 a.m. to 6 p.m. ET.