



BENEFITS AT A GLANCE

2026 Hourly Benefits



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 an hourly team member eligible for 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 Florida Blue. 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 Florida Blue medical plan.

 **Catapult Health VirtualCheckup:** Get a convenient and confidential at-home preventive checkup through Catapult Health. Eligible Team Members, spouses, and dependents (18+) enrolled in one of our medical plans receive a home kit and virtual visit with a licensed Nurse Practitioner.

 **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 Florida Blue'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, customizable weight loss program through your medical plan.

 **Smoking Cessation:** Break the habit with My Health Novel's Tobacco Cessation 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.





Financial Security and Well-Being

 **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 \$10,000.

 **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.

 **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 2026 you can contribute up to \$4,400 (individual) or \$8,750 (family), with an extra \$1,000 if you're 55 or older.

 **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 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.

 **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.

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.