

TORY BURCH *benefits*



Helping our employees care for themselves as well as their family members is a value that has always been front and center for us. We offer a generous set of benefits to help you take care of your health, create financial security, and achieve wellness in all areas of your life. Above all else, we give you options — that way you can build the benefits that work best for you.

Here are highlights of key benefits available to you after 30 days as a Tory Burch employee.

*live*HEALTHY



MEDICAL

You have two options for medical and prescription drug coverage. Both plans cover many of the same services and in-network preventive care is always covered at 100%.



DENTAL

Choose from two dental plans with access to one of the broadest provider networks in the country. Both cover preventive services at 100% in-network as well as basic and major services. One plan also covers orthodontia!



VISION

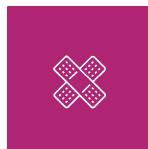
You can enroll in a vision plan that provides comprehensive care and coverage for glasses and contacts as well as discounts on Lasik.

*live*WELL



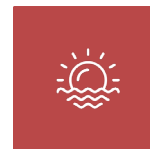
LIFE & AD&D INSURANCE

Basic Life and Accidental Death & Dismemberment (AD&D) insurance is provided by Tory Burch at no cost to you, with the option to purchase additional coverage for yourself and your dependents.



DISABILITY COVERAGE

Short-term and long-term disability coverage at no cost to you.



PAID TIME OFF

A generous paid time-off program that includes 16 weeks of fully-paid parental leave and fully-paid short-term disability leave, up to 13 weeks.



liveSMART



RETIREMENT SAVINGS

The Tory Burch 401(k) Plan helps you reach your retirement savings goals through pre-tax contributions and matched funds. After three months of consecutive service, you can participate and you have immediate 100% vesting in the Company match! Tory Burch matches:

- 100% up to your first 3% of contributions
- 50% for your next 2% of contributions



FLEXIBLE SPENDING ACCOUNTS (FSAs)

FSAs for healthcare and dependent care allow you to set aside pre-tax funds from your paycheck to pay for eligible expenses. FSAs help you pay for the services you need, as well as reduce your taxable income!



HEALTH SAVINGS ACCOUNT (HSA)

An HSA is available if you choose our high-deductible medical plan. This is a personal savings account allows you to make pre-tax contributions to pay for eligible out-of-pocket health expenses. Tory Burch contributes to the HSA too and the money is yours to keep—it goes with you wherever you go and carries over from year to year.



COMMUTER BENEFITS PROGRAM

The Commuter Savings Account lets you use pre-tax dollars to pay for transportation and parking costs such as parking fees and transit fares during your commute to and from work.

WE KNOW THAT LIVING WELL GOES BEYOND HEALTH AND FINANCIAL SECURITY. WE WANT YOU TO THRIVE.

- Support for building a family and caring for your family, from no-cost fertility and family planning guidance to childcare, elderly care and education services and discounts.
- An Employee Assistance Program that offers confidential assessment and referral services, free short-term counseling, and additional resources and guidance.
- Unlimited access to mental health coaching services via text and self-guided activities.
- Access to pet insurance so your furry loved ones can get all the care they need.
- Extra protection through Critical Illness, Personal Accident and Legal Services are all available should you need it.
- A host of other benefits are available to both you and your covered dependents.