

BENEFITS *for a* BETTER LIFE.

SpartanNash®

2024

As part of *Our Winning Recipe, We Serve* and *We Create Solutions* for our Associates by investing in a number of Total Rewards benefits for Associates in every stage of their career.

BENEFIT	Full-Time (35+ hours per week)	Part-Time (30-34.99 hours per week)	Part-Time (greater than 24 hours per week)	Part-Time (less than 24 hours per week)
401(k) Plan	Yes	Yes	Yes	Yes
Associate Discount	Yes	Yes	Yes	Yes
Employee Stock Purchase Plan	Yes	Yes	Yes	Yes
PerkSpot	Yes	Yes	Yes	Yes
Work-Life Resources	Yes	Yes	Yes	Yes
Paid Time Off (PTO)	Yes	Yes	Yes	No
Paid Parental Leave	Yes	Yes	No	No
Other Time Off	Yes	Yes	No	No
Medical	Yes	Yes	No	No
Medical Online Visits	Yes	Yes	No	No
Livongo Diabetes Management	Yes	Yes	No	No
Health Savings Account (HSA)	Yes	Yes	No	No
Castlight Healthcare Navigation	Yes	Yes	No	No
Dental	Yes	Yes	No	No
Vision	Yes	Yes	No	No
My Wellbeing	Yes	Yes	No	No
Tuition Reimbursement	Yes	Yes	No	No
Voluntary Accident Insurance	Yes	Yes	No	No
Critical Illness Insurance	Yes	Yes	No	No
Legal Insurance	Yes	Yes	No	No
Identity Theft Insurance	Yes	Yes	No	No
Pet Insurance	Yes	Yes	No	No
Company-Paid Life Insurance	Yes	Yes	No	No
Supplemental Life Insurance	Yes	No	No	No
Spouse Life Insurance	Yes	No	No	No
Child Life Insurance	Yes	No	No	No
Dependent Care FSA	Yes	No	No	No
Healthcare FSA	Yes	No	No	No
Company-Paid Short-Term & Long-Term Disability	Yes	No	No	No
Long-Term Disability Buy-up	Yes	No	No	No

Full details about all Total Rewards benefits can be found on the Benefits Dashboard in Workday (workday.spartannash.com).