

BENEFITS *for a* BETTER LIFE.

SpartanNash®

2025

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				
Associate Discount				
Employee Stock Purchase Plan				
PerkSpot				
Work-Life Resources				
Paid Time Off (PTO)				
Paid Parental Leave				
Other Time Off				
Medical				
Medical Online Visits				
Livongo Diabetes Management				
Health Savings Account (HSA)				
Castlight Healthcare Navigation				
Dental				
Vision				
My Wellbeing				
Tuition Reimbursement				
Voluntary Accident Insurance				
Critical Illness Insurance				
Legal Insurance				
Identity Theft Insurance				
Pet Insurance				
Daycare Benefits				
Company-Paid Life Insurance				
Supplemental Life Insurance				
Spouse Life Insurance				
Child Life Insurance				
Dependent Care FSA				
Healthcare FSA				
Company-Paid Short-Term & Long-Term Disability				
Long-Term Disability Buy-up				

This overview does not apply to Associates at Lima, Bellefontaine and Grand Rapids who are covered by a collective bargaining agreement. Full details about all Total Rewards benefits can be found on the Benefits Dashboard in Workday (workday.spartannash.com).