

BENEFITS *for a* BETTER LIFE.

SpartanNash®

2026

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				
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).

401(k) Plan

Company match up to 4% ▪ 100% match on first 3% of salary deferral ▪ 50% match on next 2% of salary deferral
401k.com

Associate Discount

10% discount at SpartanNash retail stores ▪ \$0.10 off per gallon of gas

Paid Time Off (PTO)

Accrue paid time off weekly, based on hours worked

Full-Time Salary	
Length of Service	Accrual Rate
0 to 4 years	0.0462
5 to 14 years	0.0654
15+ years and Director level and above	0.0847
<i>Salary Associates accrued based on 40 hours per week</i>	
Full-Time Hourly 35+ hours per week	
Length of Service	Accrual Rate
0 to 1 year	0.0334
1 to 4 years	0.0654
5 to 14 years	0.0847
15+ years	0.1039
Part-Time 24 - 34 hours per week	
Length of Service	Accrual Rate
0 to 1 year	0.0334
1 to 4 years	0.0385
5 to 14 years	0.0577
15+ years	0.0770

To calculate how much you will accrue in a week, multiply your hours worked by your accrual rate. For example, if you are Full-Time and work 40 hours in a week and have been employed 3 years you would multiply the rate of 0.0654 * 40 = 2.616 hours, which would be your weekly accrual. For the annual amount, multiply 2.616 * 52 = 136

PerkSpot

Access to thousands of national and local discounts from your favorite brands
spartannash.perkspot.com

Work-Life Resources

SupportLinc ▪ Eligible to all Associates and dependents ▪ six free sessions per concern (mental, relationship, substance abuse, etc.) ▪ free legal and financial consultation ▪ dependent care referrals for child/elder care resources
supportlinc.com (company code: spartannash)

Paid Parental Leave

Company paid leave following birth or adoption of a child

Other Time Off

Paid Holidays ▪ Jury Duty ▪ Bereavement Days (*FT only*)

Medical

Plan options include PPO, Simple Choice, HDHP Select and HDHP Basic
bcbsm.com or BCBSM mobile app

Weekly premiums:

Coverage Level	PPO	Simple Choice	HDHP Select	HDHP Basic
Associate Only	\$101.00	\$59.00	\$73.00	\$23.00
Associate & Spouse	\$181.00	\$70.00	\$117.00	\$61.00
Associate & Child(ren)	\$146.00	\$60.00	\$91.00	\$49.00
Family	\$188.00	\$71.00	\$117.00	\$62.00
Spousal Surcharge	Additional \$46.15			

Spousal Surcharge applies if spouse is employed full-time and is eligible for medical coverage through their employer.

Online Visits

Blue Cross Blue Shield of Michigan

Available 24/7 ▪ medical and behavioral health care ▪ treatment, diagnosis, RX and doctor follow-up
bcbsmonlinevisits.com or via the BCBSM Online Visit mobile app

Teladoc Health for Diabetes, Prediabetes, Hypertension and Weight Management

Diabetes Management Program through Teladoc
 ▪ available to Associates and dependents enrolled in medical ▪ free blood glucose meter ▪ 24/7 diabetic coaching ▪ unlimited test strips at no cost
teladochealth.com

Health Savings Account (HSA)

Company matching contribution up to \$200 if enrolled in an HDHP medical plan ▪ pre-tax contributions used for medical, dental, vision, orthodontic and prescription expenses
benefitslogin.wexhealth.com

Castlight Healthcare Navigation

Care guidance and cost transparency tool ▪ must be enrolled in medical
mycastlight.com/spartannash

Dental

deltadentalmi.com

Weekly premiums:

Coverage Level	Dental Plan	Dental 50 Plan	Dental 50 Part Time
Associate Only	\$10.00	\$5.00	\$7.35
Associate & Spouse	\$20.00	\$10.00	\$16.25
Associate & Child(ren)	\$16.00	\$8.00	\$13.10
Family	\$25.00	\$12.00	\$22.25

Vision

vsp.com

Weekly premiums:

Coverage Level	Vision
Associate Only	\$1.39
Associate & Spouse	\$2.78
Associate & Child(ren)	\$2.97
Family	\$4.74

My Wellbeing

Earn up to \$500 annually in rewards for healthy activities
mycastlight.com/spartannash

Company-Paid Life Insurance

Up to 1.5 times base pay • Life & AD&D coverage
thehartford.com

Voluntary Accident Insurance

thehartford.com

Critical Illness Insurance

thehartford.com

Legal Insurance

legalplans.com

Pet Insurance

benefits.petinsurance.com/spartannash

Daycare Benefits

25% off daycare tuition through The Learning Care Group for ages 0-12, priority enrollment, waived enrollment / registration fees and three days of Backup care.

<https://mylearningcaregroup.com/spartannash>

Identity Theft Insurance

my.norton.com

Tuition Reimbursement

Assists Associates who are furthering their education in a degree program.

Supplemental Life Insurance

Elect up to 5x earnings

thehartford.com

Dependent Life Insurance

Spouse life coverage up to \$250k

thehartford.com

Child Life Insurance

Child life coverage of \$10,000

thehartford.com

Dependent Care Flexible Spending Account (FSA)

Pre-tax contributions for dependent & elderly care with company matching contribution of up to \$500 for eligible Associates

benefitslogin.wexhealth.com

Healthcare Flexible Spending Account (FSA)

Pretax contributions used for medical, dental, vision, orthodontic and prescription expenses

benefitslogin.wexhealth.com

Company-Paid Short-Term & Long-Term Disability

thehartford.com

Long-Term Disability Buy-up

thehartford.com