

IT'S ABOUT  
*you!*



## Your 2024 Bath & Body Works® Benefits

Bath & Body Works invests in you by providing benefits and programs that are inclusive and support the diverse needs of you and your family.

Here is an overview of the valuable benefits available to you as a part-time associate of Bath & Body Works. To learn more about these benefits, visit [mybbwbenefits.com](https://mybbwbenefits.com).

# Bath & Body Works®

*This is only a summary of Bath & Body Works benefits.*

PART-TIME

# Your Mental Wellbeing

## Employee Assistance Program (EAP)

Our Employee Assistance Program (EAP) through ComPsych provides counseling to support your emotional wellbeing. It also offers a lot of other ways to help you balance your work life and your personal life, from referrals and resources to help with just about anything—like hiring movers or finding a home contractor—to financial guidance.

All U.S. associates—including seasonal associates—their dependents and housemates – including partners, roommates or anyone else living under your roof are eligible for the EAP. You do not need to be enrolled in a Bath & Body Works medical plan to use the EAP.



### Connect with ComPsych Guidance Resources

Available 24 hours a day, 7 days a week

[guidanceresources.com](https://guidanceresources.com) (Organization Web ID: BBW)

866.483.1481 | App: GuidanceNow

# Your Finances

## 401(k) Plan

Saving today for tomorrow is one of the smartest moves you can make. It's never too early to start building your retirement income. The Bath & Body Works 401(k) provides a great way to save and invest for your future financial needs. And the best part, when you contribute, so does Bath & Body Works with a company match.

If you're at least 21 years old, you can save in the 401(k) after you've been employed with us for one year and worked at least 1000 hours. The first 4% you save in the 401(k) will be matched 100% and the next 2% will be matched at 50%. In other words, if you contribute 6% Bath & Body Works will match 5%. The company match vests immediately. This means the money is yours to keep, even if you leave the company.

### Connect with Your 401(k) Plan

#### Alight Solutions

[upointhr.com/BBW](https://upointhr.com/BBW) (enroll here) | 888.445.4567

Download the Alight Mobile HR app after you've created your online account.

## Associate Stock Purchase Plan

The Associate Stock Purchase Plan (ASPP) allows you to own a part of the company and support your financial goals at the same time! Through payroll deductions, you can purchase company stock at a 15% discount twice a year.

Participation in the plan is optional. You're eligible if you have been employed for six consecutive months. You can contribute up to 10% of your eligible compensation to ASPP share purchases.

## Commuter Program

The Commuter Program allows you to use tax-free dollars deducted from your pay for eligible transit and parking expenses. Because you use tax-free dollars, you reduce your taxable income, which means there's less income to tax, so you pay less in taxes! The Commuter Program is available to all U.S. associates and their dependents who take public transportation, ride in a vanpool or pay to park near work or public transportation.

### Connect with HealthEquity®

[healthequity.com](https://healthequity.com) (Select Login > WageWorks)

877.924.3967 | App: EZ Receipts®

## Home & Auto Insurance

We want to make it convenient for you to be able to get quotes and enroll in home and auto insurance. Bath & Body Works partners with Farmers Insurance to make it easier and more convenient to buy coverage to protect your home and auto.

### Connect with Farmers GroupSelect<sup>SM</sup>

[myautohome.farmers.com](https://myautohome.farmers.com)

(Company Name: Bath & Body Works) | 800.438.6381

# Your Family & Lifestyle

## Care.com Membership

Finding the right trusted care for your family can be hard, especially when balancing the demands of work and life. We make it easier with unlimited access to [care.com](https://www.care.com), the world's leading network for finding and managing care for kids, adults, pets, home, and more.

### Connect with Care.com

[bbw.care.com](https://bbw.care.com) | 855.781.1303 | App: [Care.com](https://www.care.com)

## Pet Insurance

We want to help make sure your furry family members are protected against unplanned veterinary expenses for covered accidents or illnesses, which is why we offer MetLife Pet Insurance. A small monthly payment can help you prepare for unexpected veterinary expenses down the road.

### Connect with MetLife

[metlife.com/getpetquote](https://metlife.com/getpetquote) | 800.GET.MET8

## Discount Opportunities

**MERCHANDISE DISCOUNT:** All associates receive a 40% discount on Bath & Body Works products.

### LIFEMART (BY CARE):

Save money on everything from car rentals to movie tickets, child care, electronics and more!

### Connect with LifeMart

[bbw.lifecare.com](https://bbw.lifecare.com) | 800.697.7432 | App: LifeMart

**TRAVEL DISCOUNTS:** You also have access to hotel and airline discounts. Learn more at [mybbwbenefits.com](https://mybbwbenefits.com).

**T-MOBILE DISCOUNT:** You and your family are eligible for exclusive offers with T-Mobile Work Perks, including 15% off of Go5G PLUS or Go5G Next. Plus, you can get premium UNLIMITED Talk, Text and Data for over \$450 in savings a year! Learn more at [mybbwbenefits.com](https://mybbwbenefits.com).

## Your Time Off

We provide a time off program to allow you time to spend with your family and friends.

**PAID TIME OFF (PTO):** Part-time associates with at least six months of consecutive service who worked an average of 20 or more hours per week over the measurement period can earn PTO.

PTO Measurement Periods	Amount of PTO Available	Date PTO Available	PTO Use Period
Measurement Period A: May 1st - October 31st	20 hours	January 1	January - December
Measurement Period B: November 1st - April 30th	20 hours	July 1	July - December

You will be notified if you become eligible for part-time PTO.

**2024 HOLIDAYS:** Our time off includes these nine paid holidays:

- New Year's Day
- Juneteenth
- Martin Luther King Jr. Day
- Independence Day
- President's Day
- Labor Day
- Memorial Day
- Thanksgiving Day
- Christmas Day

**Ask your manager or HR partner for specific details about your eligibility for holiday pay.**





## Other Benefits We Offer

If you are a part-time associate and work 30 hours or more per week (20 hours in Hawaii) over a defined period, you could be eligible for these benefits:

- Medical and pharmacy
- Dental
- Vision
- Health Care Flexible Spending Account (FSA)
- \$10,000 in life insurance

If eligible, you will be contacted and provided with enrollment information. Your hours worked will be measured annually to determine your ongoing eligibility.

### Get Benefits Information

Visit [mybbwbenefits.com](https://mybbwbenefits.com) or  
the company intranet > Benefits

### Ask Questions

HR Direct

Monday - Friday

9 a.m. to 6:30 p.m. ET

866.473.4728

