

## HEALTHY BODY

**Medical, Dental, and Vision Coverage:** Medical, Dental, and Vision coverage is available for you and your eligible dependents. You are eligible for coverage the first of the month following your date of hire. You'll receive an email when you're eligible to enroll.

## HEALTHY MIND

**Everyday Solutions, Employee Assistance Program:** You and your eligible dependents have access to confidential counselling, well-being education, referral services, legal planning, financial planning, and discounts on a variety of services. Available at hire.

- Koa Care 360: Digital self-care tool, to help you tackle common issues such as stress, depression, anxiety, and insomnia
- Discounts on pet insurance, travel, fitness needs and more through the Working Advantage Discount Network

**Talkspace Therapy:** You have mobile and online access to unlimited private text, video, or audio messaging and one live therapy session per month with a dedicated therapist. Available the first of the month following date of hire.

**Bright Horizons Subsidized Child/Adult/Elder/Pet Care:** You will receive 10 back-up care days per plan year that can be used towards subsidized center-based childcare, in-home child/adult/elder care, tutoring, virtual or in-person camps and pet care. Available the first of the month following three months of employment.

**Nordstrom Cares Employee Match & Volunteer Program:** Nordstrom is committed to supporting the communities where we live and work. You'll receive up to \$5,000 annually to match your personal contributions of cash or volunteer time to nonprofit organizations in the U.S. Available at hire.

**PTO Exchange:** Share your Paid Time Off (PTO) balance with co-workers in need or give it to a cause you care about. Nordstrom will match amounts given to a qualified non-profit. Eligibility criteria and PTO balance minimums apply.

**Paid Time Off (PTO):** Begin accruing PTO on your date of hire. Accrue 1 hour every 14.42 hours worked, to total of 144 hours (18 days) per year.

**Sabbatical PTO Plan:** After five years of service, you can save up to 40 hours per year to use as pay while on Sabbatical Leave. (Sabbatical Leave is available after 10 years of service.)

**Bereavement Leave and Jury Duty Pay** available at hire.

**Eight company-wide Paid Holidays:** New Year's Day, Martin Luther King, Jr. Day, Memorial Day, Independence Day, Labor Day, Veteran's Day, Thanksgiving Day, and Christmas Day. Some locations offer additional state-specific paid holidays.

**Leave of Absence:** Provides time away to recover from an illness, care for a family member or serve in the military. Sabbatical Leave is an opportunity to take off six weeks unpaid. Available after completion of 10 years of service.

**Nordstrom Paid Parental Leave:** After being employed for 180 days, you may be eligible for:

- **Nordstrom Paid Maternity Leave** – Eligible employees who give birth may receive up to 100% of predisability earnings for up to six weeks
- **Nordstrom Paid Bonding Leave** – Eligible parents receive 100% of predisability earnings for up to six weeks. Paid bonding in combination with the Paid Maternity benefit provides up to 12 weeks paid at 100% for eligible employees who give birth.

**Short Term Disability (STD):** Receive up to 100% of predisability earnings during the first 84 days of disability, receive 60% of predisability earnings for the remaining duration of STD (total of 180 days).

**Long Term Disability (LTD):** Receive 60% of predisability earnings if disability goes beyond 180 days.

Eligibility and participation in benefits outlined in this overview are subject to Plan provisions based on the written Plan documents maintained by Nordstrom. In the event of a discrepancy between this and the written Plan documents, Plan documents will govern. Level and composition of benefits are subject to change. If you have questions, or for detailed information about these benefits see the Employee Benefits Summary Plan Description on [mynordstrom.com](http://mynordstrom.com)>Nordstrom Benefits Portal. (February 2025)

## HEALTHY WALLET

**Nordstrom 401(k) Plan:** Opportunity to contribute up to 50% of eligible pay (as pretax, after-tax Roth, or a combination of both, up to IRS limits). Participants age 50+ can make additional catch-up contributions. Eligible to contribute at hire.

**Auto Enrollment and Escalation:** You will be automatically enrolled at a 3% pretax contribution rate 30 days after hire. Your contribution rate will increase by 1% annually until you reach 10%. You may opt out or change your contribution percentages at any time.

**Company Contributions:** Each pay period you contribute, Nordstrom will match your contributions \$1 per \$1 on the first 1% of eligible pay, then \$0.50 per \$1 on the next 6% of eligible pay, up to a maximum match of 4% of eligible pay (subject to IRS limits). Company contributions fully vest following two years of service. You must contribute at least 7% of your pay each pay period throughout the year to receive the maximum per pay period matching contribution of 4%.

**Tax-Advantaged Accounts:** You have the opportunity to set aside pretax dollars to pay for eligible expenses, up to IRS limits. Health account eligibility is based on your health plan enrollment.

- **Health Savings Account (HSA):** If enrolled in the Advantage Plan, Nordstrom contributes up to \$530 individual and up to \$1,060 family. Participants age 55+ can deposit an additional \$1,000.
- **Health Care Spending Account (HCSA)**
- **Limited Purpose Health Care Spending Account (LHCSA)**
- **Dependent Care Spending Account (DCSA)**

## Merchandise Discount

The merchandise discount for you and your eligible dependents varies depending on your job level and where you are shopping.

- 33% discount at Nordstrom stores and [Nordstrom.com](http://Nordstrom.com)
- 20% discount at Nordstrom Rack stores, [nordstromrack.com](http://nordstromrack.com), and restaurants
- 40% discount on Nordstrom Made merchandise during designated times of the year

**Student Loan Refinancing and Personal Loans:** Access to an online resource that enables you to compare loan products you prequalify for from multiple lenders. Credible Welcome Bonus: \$500 for refinancing student debt and a \$200 bonus for personal loan.

**Commuter Expenses:** A Commuter Spending Account (CSA) allows employees to set aside pretax dollars toward commuting expenses up to the IRS limit.

Once you become eligible, Nordstrom will provide a **Transit Subsidy** of up to \$100 a month, towards eligible mass transit expenses. You must be enrolled in the CSA to receive the Transit Subsidy. Employees in a designated Work from Home position are not eligible for the Transit Subsidy.

**Basic Life Insurance:** Equal to two times your annual base salary. Begins first day of month after hire.

**Supplemental Life Insurance:** Opportunity to purchase additional insurance for you and eligible family members. Coverage date and evidence of insurability requirements depend on when you enroll and the amount you elect.

**Voya Supplemental Insurance:** You can enroll in accident insurance, critical illness insurance, and/or hospital indemnity insurance.

**Group Home/Auto Insurance & Legal:** Purchase these insurance coverages at a discounted rate.

**Adoption Financial Assistance:** Receive up to \$2,000 for covered expenses with each attempted or successful adoption, with an \$8,000 lifetime maximum.