

Special & Unique Benefits

U.S. FULL-TIME RETAIL

your health

- Medical, Dental, Vision
- Salary continuation/disability
- Mental health resources (Headspace, coaching, awareness and anti-stigma training)
- Virtual visits, including physical therapy
- Medical 2nd opinion and surgery support
- Free and Confidential Employee Assistance Program (EAP)
- Hospital Indemnity and Accident Insurance
- Healthcare cost and quality transparency tool
- Substance use treatment and support
- Cancer and Diabetes Care Programs

your family

- Paid holidays
- Grandparent's Day Off
- Maven Maternity, Fertility, Adoption planning & new parent support
- Back-Up Dependent Care & Family Support
- Care provider referrals
- Daycare discounts and wait list preference
- Medical coverage for fertility treatment & support
- Rethink developmental disability support
- Pet Insurance
- Foster Care Leave

your money

- 401(k) Savings Plan
- Service Milestone Awards
- 30% Employee Discount
- Tuition assistance and education planning
- Health and Dependent Care Spending/ Savings Accounts
- Carter's Perks and Purchasing Power Discounts
- College Scholarships
- Life insurance and AD&D coverage
- Identity Theft Protection & Recovery
- Educational Seminars and 1-on-1 Financial Counseling
- Auto/Home/Renters Insurance Discount
- Greenlight app

new parent

- 529 College Savings Company gift of \$500
- Adoption and surrogacy reimbursement and support
- New Parent Company Gift Card
- 6 weeks of Paid Parental Leave

carter's cares

- Matching Gifts
- Carter's in the Classroom
- Volunteer Events

This document provides a general overview of the many benefits available at Carter's, but does not serve as a statement of eligibility.

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