

Retail Store Benefits

Benefits for all employees

- **Employee Discount** on Carter's/OshKosh store purchases plus the **Rewarding Moments** program
- **Carter's Perks** discount portal for exclusive savings on tickets, electronics, travel, and more
- **Employee Assistance Program** for free access to confidential counseling, legal, & other resources
- **Live Health Online** to make a low cost, virtual doctor visit 24/7

Benefits for all regular full time (FT) and part time (PT) employees

- **New Parent Company Gift** of a \$50 Carter's/OshKosh gift card
- **Commuter benefits** to enjoy pre-tax deductions for qualifying transit and parking programs
- **Scholarship Program** for a \$1,500 college scholarship to selected high school graduates
- **Milestone Service Benefits** to celebrate every 5th anniversary with an award and a paid day off

Benefits for eligible full time employees after 90 days of service

- **Medical, dental, vision, life, disability & voluntary benefits**¹
- **Carter's 401(k) Savings Plan** with the potential for up to 100% Company matching of your contributions²
- **Healthcare Bluebook** to find the fair price for medical procedures, plus cash incentives for select procedures & **Best Doctors** to get a free second medical opinion
- **Carter's in the Classroom** to volunteer and earn a \$250 school grant
- **Matching Gifts** to double the impact of your qualifying charitable contribution

Benefits for eligible full time employees after 6 months of service

- **Tuition Assistance** for up to \$10,000 in annual reimbursement for qualifying degree programs

Benefits for eligible full time employees after 1 year of service

- **Short Term Disability** for partial salary payment during qualifying leaves of absence
- **Parental Leave** of up to 10 days of paid time to bond with your new child
- **529 College Savings Company Gift** of \$500 towards your new child's education
- **Adoption/Surrogacy Assistance** for up to \$3,000 towards qualifying expenses

Other great benefits for retail management employees:

- FT: Standard 40 hour work week, **Paid Time Off**, & paid **Holidays**
- FT/PT: Additional earning potential with **Contests & Monthly Incentive Plan**

¹ Eligible employees must enroll in their first 90 days. Regular full time and part time employees in Hawaii are eligible after 28 days of service, and must enroll in their first 30 days.

² Part time employees may become eligible for the Carter's 401(k) Savings Plan by working more than 1,000 hours in their initial year of service or any subsequent Plan year. Puerto Rico employees are not eligible to participate in the Carter's 401(k) Savings Plan.

This document provides a general overview of the many benefits available at Carter's, but does not serve as a statement of eligibility. Complete program details and eligibility criteria for each benefit program are available in the Company's official plan documents, Company policies, and Employee Success Guide and should serve as the primary employee resource for benefit information. If an employee is not clear about their available benefits, please contact a member of the Human Resource team. In the event that the information in this document differs from the official Company documents (plan or policy documents), the official Company documents will control. Carter's reserves the right to amend or terminate the plan(s) or program(s) at any time.

