

Choose your 2022 benefits

Enrollment Guide

Choose your benefits

You have 30 days from your hire date or the date you become eligible for benefits to enroll in:

- Medical Plan
- Dental Plan
- Vision Plan
- Flexible Spending Accounts (FSA)
 - Health Care
 - Dependent Care (for day care)
- Legal Insurance
- Optional Life Insurance

If you miss it, you'll have to wait until the next open enrollment (next year at this time) to enroll or make changes unless you experience a "qualifying event" (e.g. marriage or the birth of a child).

****Must re-enroll every year***

WHO'S ELIGIBLE FOR BENEFITS?

- You
- Your spouse
- Your same or opposite-sex civil union or domestic partner
- Your children under the age of 26 by:
 - Birth
 - Legal adoption or the verifiable process of legal adoption
 - Marriage, civil union or domestic partnership
 - Legal guardianship

Learn more about eligibility and covering dependents in the Benefits Book on HR Access (hraccess.lb.com) > Benefits > Benefits Information or the company intranet site > Benefits.

Get Enrolled!



Click on *Get Started* from the Open Enrollment pop up and follow the instructions to enroll.

ENROLLMENT TIPS

- ☐ Access benefits details and/or watch short videos about your benefits.



hraccess.lb.com > Benefits > Benefits Information



Scan the QR code with your cell phone camera



- ☐ Compare VS&Co benefits to those offered by your spouse or domestic partner's employer to determine which options best meet your needs.

- ☐ If enrolling for the first time, gather all information you need to enroll:

- Dependent(s) date(s) of birth
- Dependent(s) Social Security Number(s)

- ☐ While you're in HR Access, make sure your personal information is correct and assign a beneficiary to your life insurance.

- ☐ After enrolling, review your elections to ensure they are what you intended to elect. You can make changes any time during your enrollment time frame.

Benefits Questions

HR Direct: 1.866.473.4728

(Monday through Friday 9 a.m. to 6:30 p.m. E.T.)



HR Access Login Help

Associate Technology Services (ATS): 1.877.415.7911

You can begin saving in the VS&Co 401(k) any time the month following your hire date by making pre-tax and/or post-tax (Roth) payroll contributions. On a quarterly basis, we'll also offer you the opportunity to purchase VS&Co stock at a 15% discount.

To get details about the 401(k) and Associate Stock Purchase Plan (ASPP) go to "Benefits" on HR Access (hraccess.lb.com) or the company intranet site.



Read on to learn more ... details, tips and benefits information ►

Medical

We offer medical coverage through Anthem, or Aetna (if you work or live in New York, New Jersey or Connecticut) and are enrolled in the Lower Deductible Plan.

Our medical plans vary based on price, risk and coverage — you choose the plan that fits your needs. Each plan provides:

- Coverage for certain preventive care services, like annual physicals and well-baby care, generally at little or no cost to you
- Coverage for doctor visits, surgery and hospital care
- Wellness programs, disease management and telemedicine
- Prescription drug coverage through Optum Rx

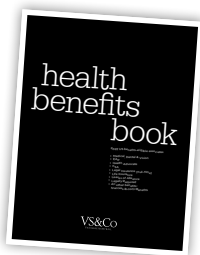


MEDICAL PLAN BIWEEKLY PREMIUM	LOWER PREMIUM ANTHEM	LOWER DEDUCTIBLE ANTHEM OR AETNA*	IN-NETWORK ONLY ANTHEM
Associate Only	\$39.23	\$66.46	\$102.46
Associate + Child(ren)	\$89.08	\$151.38	\$233.54
Associate + Spouse/Domestic Partner	\$107.08	\$182.31	\$280.62
Associate + Family	\$127.85	\$216.92	\$334.15
Spousal Surcharge <i>If you cover a spouse or domestic partner who has medical coverage available through their own employer</i>	+\$55	+\$55	+\$55
Tobacco Differential <i>If you use tobacco (cigarettes, e-cigarettes, vape pens, cigars, pipes, chewing tobacco and/or snuff)</i>	+\$25	+\$25	+\$25

*Aetna available for associates in NY/NJ/CT

Learn More

To learn more about our medical plans, including coverage details, see the Health Benefits Book on HR Access > Benefits > Benefits Information



HEALTH ADVOCATE

Use Health Advocate to help you and your family resolve health care related issues.

NO COST,
SAVE TIME

- Find a doctor or dentist
- Coordinate medical record transfers
- Understand your health benefits
- Resolve complicated medical bills, claims and billing issues
- Understand medical conditions, test results and treatment opinions
- Work with insurance companies (including Medicare and Medicaid) to obtain necessary approvals and coordinate benefits
- Find care options and living situations for your parents or grandparents

No cost and no need to be enrolled in the medical plan. Your parents and parents-in-law can use it too.

www.healthadvocate.com/members

(Company Name: Victoria's Secret & Co.)

1-866-695-8622

Dental

We offer dental coverage through MetLife. The plan offers the flexibility to visit any licensed dentist, in-network or out-of-network, so you're sure to find a provider who meets your needs:

- You will save money when you visit a participating in-network dentist. In-network dentists have agreed to accept negotiated fees for covered services, which are typically 30–45% less than the average fees charged by dentists out-of-network.
- Preventive care, like a cleaning, is covered.



COVERAGE LEVEL	DENTAL PLAN BIWEEKLY PREMIUM
Associate Only	\$5.53
Associate + Child(ren)	\$11.24
Associate + Spouse or Domestic Partner	\$13.15
Associate + Family	\$19.06
Working Spouse Premium	n/a

You will not receive a dental ID card.
Tell your dentist you work for VS&Co and have dental coverage through MetLife.
Most dentists will automatically submit your claim without the need for a claim form.

TIP: Most dentists will take MetLife Insurance. The key to saving money is to ensure your dentist is “in-network” through MetLife. Ask your dentist!

Vision



Our vision coverage is through Vision Service Plan (VSP). VSP offers a vision plan or a vision savings pass plan.

- If you choose the vision plan, you'll find it works like our medical and dental plans. You'll pay before tax biweekly premiums, doctor visit co-pays and you'll receive in- and out-of-network benefits based on the vision doctor you choose.
- If you choose the no cost vision savings pass plan, you'll receive discounts off vision services and materials.

▶ You will not receive a vision ID card for the vision plan or vision discount program. Your member ID is a combination of your birth year (4 digits), birth month (2 digits), birth day (2 digits) and the last 4 digits of your SSN.

COVERAGE LEVEL	VISION PLAN BIWEEKLY PREMIUM
Associate Only	\$4.14
Associate + Child(ren)	\$5.60
Associate + Spouse or Domestic Partner	\$6.14
Associate + Family	\$11.14
Working Spouse Premium	n/a

Example

Birthday: March 19, 1963

Last four digits of SSN: 1234

Your member ID = 196303191234

TIP: Need a vision exam, new glasses or contacts? Consider setting aside money from your pay, pre-tax, into the Health Care Flexible Spending Account (FSA) to pay for them.

Read more about the FSA on the next page ▶

Flexible Spending Account (FSA)

Pay for Health Care and Dependent Care (Day Care) Tax-Free!

An FSA lets you set aside a certain amount from your paycheck, pretax, to pay for eligible health care and day care expenses.



In each account you can contribute amounts as indicated in the chart.

	HEALTH	DEPENDENT (DAY CARE)
Minimum	\$130 per year (\$5 per paycheck)	\$130 per year (\$5 per paycheck)
Maximum	\$2,750 per year (\$105.77 per paycheck)	\$5,000 per year (\$192.30 per paycheck)

WHY AN FSA?

An FSA is a good fit if you already pay out-of-pocket for day care or health care (medical, dental, vision and prescriptions), or anticipate expenses like a surgery, dental work, contacts or glasses. Take a minute to add it all up and consider setting aside at least that amount for the coming year.

- **Save on taxes:** You'll contribute to the FSA through pre-tax payroll deductions, so the money is taken out before taxes. This reduces your taxable income, saving you money on taxes and eligible expenses.
- **Let dependents use it:** Your spouse, partner and eligible children can use the Health Care FSA too – even if you're not enrolled in the VS&Co medical plan.
- **Get access to Health Care FSA funds immediately:** The amount you set aside is taken out with each paycheck (amount divided by 26 pays). But the entire amount is available to you on January 1 of each year. Up to \$550 of unused funds can be carried over to the following year. *Note: Dependent care account funds to pay for day care must build up to access them.*
- **Use the HealthEquity® Debit Card:** The amount you set aside for health care will be connected to the HealthEquity® debit card so you can pay for expenses with the card, or you can submit claims for reimbursement.

Learn more in the Health Benefits Book on hraccess.com > Benefits > Benefits Information or www.healthequity.com.

Legal Insurance

Legal insurance through ARAG is a pre-paid legal plan that gives you access to professional attorneys and most in-network attorney fees are 100% paid in full.

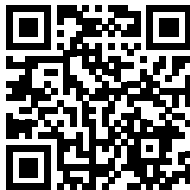


COVERAGE LEVEL	BIWEEKLY PREMIUM
Covers yourself and all eligible dependents	\$8.78

▶ A membership kit will be sent to you from ARAG after you enroll.

What are your legal risks?

Take a quick quiz to find out — scan this code with your cell phone camera.



TIP: Legal insurance isn't just for serious issues, it's for everyday needs too — like getting a will prepared, buying or selling a house, or dealing with a difficult landlord. Legal insurance also comes with identity theft protection and online tools.

Learn More

To learn more, about legal insurance log on to www.araglegalcenter.com (Access Code: 18821vsc)

Optional Life Insurance

VS&Co automatically provides you with life insurance equal to your annual base salary (at no cost to you). You can also enroll in and pay for optional, additional life insurance for you and optional life insurance for your dependents.

ASSOCIATE OPTIONAL LIFE INSURANCE

If you would like to purchase optional life insurance for yourself, please refer to the rate calculation chart. To calculate your cost per pay after tax, divide the dollar amount of coverage you would like to purchase by 1000 and multiply by the rate associated with your age range.¹

Example

You are 43 years old and earn an annual base salary of \$50,000 per year. You would like to purchase two times your annual base salary which is equal to \$100,000 (\$50,000 x 2).

You would be charged a biweekly rate of \$0.028620 per \$1,000 of coverage for an after tax deduction totaling \$2.86 (\$0.028620 x 100).

Rate Calculation Chart

ASSOCIATE AGE	BIWEEKLY RATE PER \$1,000 OF COVERAGE
under 25	\$0.014770
25 – 29	\$0.017080
30 – 34	\$0.023540
35 – 39	\$0.026310
40 – 44	\$0.028620
45 – 49	\$0.043850
50 – 54	\$0.066920
55 – 59	\$0.124150
60 – 64	\$0.190620
65 – 69	\$0.366920
70 and above	\$0.594920

¹ You will be guaranteed coverage up to three times your annual base salary at the highest multiple of your annual base salary that does not exceed \$750,000. Any coverage you elect above these amounts will require EOI (proof of good health) prior to being granted. You will receive information from MetLife following enrollment. Life insurance amounts are reduced by 25% at age 65 and 50% at age 70.

DEPENDENT OPTIONAL LIFE INSURANCE

Spouse/Domestic Partner Coverage/Child(ren)

You can purchase life insurance for your spouse/
domestic partner or child(ren) age 14 days through
age 25 in the following amounts:

SPOUSE/DOMESTIC PARTNER		CHILDREN (14 days old through age 25)
Coverage	\$10,000	\$5,000
Amount	\$20,000	\$10,000
Choices	\$30,000 \$40,000 \$50,000 \$60,000 \$70,000 \$80,000 \$90,000 \$100,000	The coverage amount you choose covers each eligible child for the full dollar amount.
Evidence of Insurability (EOI)	\$10,000 – \$20,000 – None Required \$30,000 – \$100,000 – Proof of EOI ²	None required.

SPOUSE/DOMESTIC PARTNER		CHILDREN
Termination of Coverage	At termination of employment, divorce or termination of the domestic partnership. See Continuing Life Insurance Coverage on the following page.	At termination of employment or the child reaches age 26. See Continuing Life Insurance Coverage on the following page.
Costs	See rate calculation chart on following page	\$5,000 = .24 biweekly \$10,000 = .46 biweekly

2 If you enroll your spouse/domestic partner in coverage amounts that require EOI (proof of good health). MetLife will mail a Statement of Health to be filled out and returned to them. MetLife will review the statement and respond to your spouse/ domestic partner in writing to confirm or deny coverage based on the information they provide. Based on their responses to the Statement of Health and the amount of coverage they elected, they may also be required to undergo a brief medical examination. Until your spouse/domestic partner receives confirmation from MetLife, they will be covered at the maximum guaranteed issue amount (\$20,000). Life insurance amounts are reduced by 25% at age 65 and 50% at age 70.

Spouse/Domestic Partner Rate Calculation

If you would like to purchase spouse/domestic partner optional life insurance coverage, please use the rate calculation chart. To calculate your cost in each paycheck after tax, take the rate associated with your spouse/domestic partner's age and multiply by the dollar amount of coverage you would like to purchase.

Rate Calculation Chart

ASSOCIATE AGE	BIWEEKLY RATE PER \$1,000 OF COVERAGE
under 25	\$0.027230
25 – 29	\$0.032770
30 – 34	\$0.043380
35 – 39	\$0.048920
40 – 44	\$0.054460
45 – 49	\$0.086770
50 – 54	\$0.165230
55 – 59	\$0.270000
60 – 64	\$0.499380
65 – 69	\$0.853380
70 – 74	\$1.272920
75 – 79	\$2.091230
80 and above	\$3.327230

Example

Your spouse/domestic partner is 43 years old and you would like to purchase \$50,000 of coverage.

You would be charged a biweekly rate of \$0.054460 per \$1,000 of coverage for an after tax deduction totaling \$2.72 ($\0.054460×50) subject to successfully passing EOI.

VS&Co

BENEFITS