

VS&Co

BENEFITS

Regardless where you are in your professional or personal life — entering the workforce, growing your family, looking forward to retirement — we connect you with benefits and resources to be at your personal best.

Health

Medical and Pharmacy

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, such as 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

For medical and pharmacy contacts see the back of your medical ID card.



Dental and Vision

VS&Co offers dental and vision coverage to help you pay for eligible services.

MetLife (Dental)

www.metlife.com/mybenefits
(Company Name: L Brands)**
1-800-942-0854
App: MetLife

VSP (Vision)

www.vsp.com
1-800-877-7195
App: VSP Vision Care on the Go



Mental Health Support Employee Assistance Program (EAP)

NO COST

(CONFIDENTIAL COUNSELING SERVICES)

Trained professionals will help you and your eligible family members identify and resolve personal situations (8 sessions per individual issue). This is a company-paid benefit and is automatically provided to you at no cost.

Matrix

www.matrixpsych.com
1-800-886-1171
App: Matrix EAP

The Health Center at DC 5

(MEDICAL AND PHARMACY SERVICES)

If you are an associate who lives or is working in Columbus, visit the Health Center at DC 5 for your general medical and pharmacy needs. The Health Center generally offers lower cost on medical services and you'll receive special pricing on some prescriptions and all over-the-counter items.

If enrolled in the VS&Co medical plan:

- \$10 office visit co-pay
- \$5 physical therapy co-pay
- \$8 or less 30-day or \$16 or less 90-day tier 1 prescriptions

If not enrolled, your medical plan benefits apply.

The Health Center

www.mypremisehealth.com
1-614-577-CARE (2273)

Walgreens Pharmacy

1-614-856-4365

Savings & Finances

401(k) Savings and Retirement Plan

The 401(k) plan is a great way for you to save the money you'll need for your retirement. The plan features a company match and an annual company contribution.

- You can save in the 401(k) any time by making pre-tax or post-tax Roth payroll contributions
- After one year, VS&Co:
 - Matches your savings dollar-for-dollar up to 4% and it vests immediately.
 - Makes an annual company contribution into your account in the amount of 3% of your annual earnings. The annual contribution vests over six years.

Alight

www.upointhr.com/vsco
1-833-935-3330
Download the Upoint mobile HR app after you've created your online account.

Health Care and Dependent Care Flexible Spending Accounts (FSA)

Save money by setting aside a certain amount of your pay, pre-tax, into health and dependent care accounts. Use this tax-free money to pay for medical, dental and vision expenses. Use the dependent care FSA to pay for expenses like daycare and preschool.

HealthEquity®

(formerly WageWorks)
www.healthequity.com
1-877-924-3967
App: EZ Receipts®



Paid Time Off

PTO

Paid Time Off (PTO) offers you flexibility when you want to take time away from work. Your PTO accumulates based on your months and years of service.

YEARS OF SERVICE	TOTAL PTO (In a Calendar Year)
2 nd -5 th calendar year	19 days
6 th -10 th calendar year	24 days
11 th -14 th calendar year	28 days
15 th calendar year	32 days

FIRST CALENDAR YEAR MONTH HIRED	TOTAL PTO (In a Calendar Year)
Jan/Feb/Mar	19 days
Apr/May/June	11 days
Jul/Aug/Sep	6 days
Oct/Nov	2 days
Dec	0 days

2021 Holidays

- New Year's Day – January 1
- Martin Luther King Day – January 18
- Presidents Day – February 15
- Memorial Day – May 31
- Juneteenth (Flexible Holiday) – June 19* (observed June 18)
- Independence Day – July 4* (observed July 5)
- Labor Day – September 6
- Thanksgiving – November 25
- Christmas – December 25* (observed December 24)
- New Year's Day 2022 – January 1* (observed December 31)

*The "observed" date is for associates who do not work on the actual holiday.

SUMMER HOURS

Our summer hours program offers home office associates the flexibility to take time away from work on certain Fridays from Memorial Day through Labor Day. Program details are shared with associates before the summer hours season begins.

Time Off For New Parents

We think it's important for you to take time off from work to bond with your new family member.

Maternity Leave

14 weeks at 100% pay for associates who are birth mothers

Parental Leave

Six weeks at 100% pay for associates who are non-birth parents, including adoptive parents

Savings & Finances (continued)

VS&Co Associate Stock Purchase Plan

We offer all associates the chance to be partners and “own” part of the business through the associate stock purchase plan. And we make it easy - purchase shares of VS&Co stock at a 15% discount during certain enrollment and offering periods.

AST

www.astfinancial.com (enroll here)
1-866-709-7704

Legal Insurance

Legal Insurance gives you access to professional attorneys and most attorney fees are paid in full. Also get access to valuable resources like online tools, identity theft protection and immigration assistance.

ARAG

www.araglegalcenter.com
(Access Code: 15661ltd)
1-800-247-4184
App: ARAG Legal



Life Insurance

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

HR Direct: 1-866-473-4728



Disability

Short- and long-term disability provides you with income when you need to be away from work to take care of yourself.

HR Direct: 1-866-473-4728

Tuition Reimbursement

If you've had at least one year of consecutive full-time service, you are eligible for education reimbursement up to \$3,000 for work-related undergraduate, graduate or GED course work.

HR Direct: 1-866-473-4728

Commuter Program

If you pay for parking or public transit (train, subway, bus, ferry or vanpool) as part of your daily commute, the commuter program lets you use pre-tax dollars to pay for your commuting costs.

HealthEquity®

(formerly WageWorks)
www.healthequity.com
1-877-924-3967
App: EZ Receipts®



Family & Lifestyle

Adoption Assistance

We recognize that families grow in lots of ways. Eligible associates may receive reimbursement for adoption-related expenses up to \$20,000.

HR Direct: 1-866-473-4728

Healthy Moms Program

Sign up for the Healthy Moms Program through the medical plan and get helpful tools and resources throughout your pregnancy and delivery. As an added bonus, sign up and get up to \$250 in gift cards. To learn more about the Healthy Moms Program, call the customer service number on the back of your medical ID card.

Backup Care Connection®

(FOR KIDS, ADULTS AND PETS BY LIFECARE)

Use backup care when you need to secure temporary child, adult or pet care because your normal care plans are disrupted and you need to fulfill work responsibilities (up to 12)

- \$10 per day in-home or at a network daycare center
- Get reimbursed up to \$100 per day when a family member or friend helps out

www.lifecare.com/lbrands
1-800-697-7432

Get the help you need, when you need it.

NO COST

Health Advocate

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

- Find a doctor
- Resolve complicated medical bills, claims and billing issues
- Understand medical conditions, test results and treatment opinions
- Coordinate medical record transfers
- Work with insurance companies (including Medicare and Medicaid) to obtain necessary approvals and coordinate benefits

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: L Brands)**
1-866-695-8622

LifeCare

Whether you're managing a major life event or dealing with daily tasks, LifeCare's complimentary suite of services are designed to make your life easier. LifeCare provides 24/7 personalized assistance and informative tips, tools and events, plus major discounts on products and services nationwide, all at no cost to you. For example, get:

- Help with childcare resources
- Back to school support & resources
- Virtual learning & activity options
- Local pet care services & pet backup care
- Prescreened home improvement pros & services
- Eldercare resources (living, Medicare, etc.)
- Access to webinars, live talks, podcasts, articles, down-loadable help guides

www.lifecare.com/lbrands
1-800-697-7432

Discounts

Merchandise Discount

All associates receive a generous merchandise discount on products from our brands (Victoria's Secret, victoriasecret.com, PINK and Bath & Body Works).

	FULL-TIME DISCOUNT	PART-TIME DISCOUNT
At Hire	40%	30%

Retiree Discount

The merchandise discount is available to associates who are age 50+ and retire after completing 10 years or more of service.

Home, Auto and Pet Insurance

Get access to special discounts and convenient payment options for your personal insurance needs.

MetLife

www.metlife.com/mybenefits
(Company Name: L Brands)**
1-800-438-6388

LifeMart (by LifeCare)

(PRODUCT & SERVICE DISCOUNT SITE)

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

www.lifecare.com/lbrands
1-800-697-7432
App: LifeMart

Who's eligible for benefits?

- You
- Your Spouse
- Same or opposite-sex civil union or domestic partner
- Children under the age of 26 through:
 - Birth
 - Legal adoption or the verifiable process of legal adoption
 - Marriage, civil union or domestic partnership
 - Foster care
 - Legal guardianship

Get Benefits Details:

VS&Co Intranet Site or
hraccess.lb.com>Benefits>
Benefits Information

Ask Questions:

HR Direct
Monday - Friday
9 a.m. to 6:30 p.m. ET
1-866-473-4728

Enroll:

hraccess.lb.com>Benefits