

## Working for Havertys: A Rewarding Experience

The rewards for working at Havertys include more than a paycheck. They include benefits and programs for your health, for your financial security, and for your life outside of work.

*You are eligible for most benefits on the first of the month after 90 days of service. There are several exceptions noted in this summary.*



### For Your Health

Havertys offers comprehensive healthcare benefits that provide coverage when you need it — with a focus on programs that support and encourage healthy living.

#### Medical and Prescription Drug Benefits

Havertys offers you choices in medical plans that provide coverage for office visits, hospital stays, emergency care, preventive benefits and more. You can choose from:

- A comprehensive PPO plan, administered by Anthem Blue Cross Blue Shield. The PPO plan covers in-network office visits and prescription drugs after a copay — and most hospital and other services at 80% in-network and 60% out-of-network after the deductible is met.
- Three levels of limited medical plans administered by SRC, an Aetna company. With these plans, there are limits to the total benefit you can receive during the year. In exchange, you pay lower premiums.

#### Dental Benefits

The dental plan, administered by MetLife, covers preventive care at 80% with no deductible, basic care (such as fillings and root canals) at 80% after the deductible, and major care (such as crowns and dentures) at 50% after the deductible. The deductible is \$50 per person and \$150 per family, and the calendar year maximum benefit is \$1,500 per person. You can use any dentist, but using a dentist in the MetLife network could result in lower out-of-pocket costs.

#### Vision Benefits

The vision plan, offered through EyeMed, includes an in-network eye exam each year for a \$10 copay, an allowance for a pair of glasses or a set of contacts once per calendar year, and discounts on laser eye surgery and other services. EyeMed has a national network of participating providers. You can use any licensed provider, but you receive a higher level of benefits with in-network providers.

#### Eligible Dependents

For medical coverage, eligible dependents include your dependent children until they turn age 26. For dental and vision coverage, eligible dependents include your dependent children until they turn age 19, or until they turn age 26 as long as they are full-time students.

## Wellness Program

Havertys values the health of our Associates and family members. That's why we offer a wellness program called *myWellness*. By participating in the program, you can earn wellness rewards payable as a premium reduction or a VISA gift card. You'll also have access to free one-on-one health coaching over the phone.

Through health assessments and reports, customized action plans and online tools, *myWellness* helps you take steps for better health. You'll find support for weight problems, inactivity/lack of exercise, diet, tobacco use and stress. Look for more information about the wellness program in your first 90 days of service.

## Health Advocate

Havertys provides access to the Health Advocate service, free of charge to you and your family. Health Advocate offers you access to a trained professional, like a registered nurse, who understands the healthcare system and how to navigate it, including helping you find healthcare providers, schedule appointments, sort out claims questions, and much more.



## Flexible Spending Accounts

Havertys offers Healthcare and Dependent Care (Day Care) Flexible Spending Accounts (FSAs) — giving you tax savings on eligible health care and dependent care expenses you pay out of your pocket.

- The **Healthcare FSA** lets you set aside up to \$5,000 per year pre-tax for out-of-pocket healthcare expenses not covered by medical, dental, or vision insurance.
- The **Dependent Care (Day Care) FSA** lets you set aside up to \$5,000 per year pre-tax for dependent day care for children under age 13 — or a dependent of any age who lives with you and is physically or mentally incapable of self-care. Day care must be provided so you and your spouse can work or attend school.

# For Your Financial Security



Havertys offers benefits to help you protect your income today and build financial resources for your future.

## The 401(k) Thrift Plan — A Savings Partnership

Havertys is your partner in building resources for a secure retirement. The Havertys 401(k) Thrift Plan is funded by your contributions and contributions from Havertys. It offers a wide choice of investment options. It makes saving easy — and rewarding:

- You can save from 1% to 80% of pay in pre-tax dollars, and you can increase your contribution at any time — up to 80% of pay.
- Havertys helps you build retirement savings through matching contributions: Havertys matches \$1 for every \$1 you save on the first 1% of pay, and 50¢ for every \$1 you save on the next 5% of pay...for a total match of 3.5% of pay when you save 6% of pay.

You vest in, or earn a right to, Havertys contributions after two years, at which time you become fully vested.

**You are eligible for the 401(k) Thrift Plan on the first of the month after 90 days of service. You are automatically enrolled at a contribution of 3% of pay. Each year, your contribution is automatically increased by 1% of pay until you reach a contribution level of 6% of pay. You can increase, decrease or stop your contributions at any time.**

## Protecting Your Income

Havertys knows that a key component of building financial resources is protecting your income. That's why we offer a number of benefits to help you prepare financially for unforeseen events.

Plan	Coverage	Contributions
<b>Life Insurance</b>	\$5,000 (increases after 5 years of service)	Provided by Havertys at no cost to you
<b>Group Optional Life Insurance</b>	Offering you the opportunity to purchase additional coverage: <ul style="list-style-type: none"> <li>• For yourself — up to \$650,000</li> <li>• For your spouse — up to \$100,000</li> <li>• For your child(ren) — \$10,000 per child</li> </ul>	You pay the cost of this optional coverage
<b>Accidental Death and Dismemberment (AD&amp;D) Insurance</b>	Offering you the opportunity to purchase coverage: <ul style="list-style-type: none"> <li>• For yourself — up to \$500,000</li> <li>• For your spouse and dependent children — a percentage of your coverage amount</li> </ul>	You pay the cost of this optional coverage
<b>Term Life and Universal Life Insurance</b>	Various options for you and your family	You pay the cost of this optional coverage
<b>Disability Benefits</b> (when you are unable to work because of non-work related illness or injury)	<ul style="list-style-type: none"> <li>• Company-paid sick pay (up to 2 weeks)</li> <li>• Short-Term Disability (STD) coverage for full-time Associates with 12 months of service — replacing 60% of pay up to plan limits for up to 24 additional weeks based on employment status</li> <li>• Long-Term Disability (LTD) for full-time Associates with 12 months of service — offering basic coverage that replaces up to 60% of pay with a maximum benefit of \$10,000 a month</li> </ul>	Havertys contributes to the cost of STD and LTD coverage (the amount depends on your employment status)
<b>Critical Illness Financial Protection</b>	Critical Illness coverage is designed to provide financial protection for the unexpected medical costs associated with being diagnosed with a serious illness such as cancer, heart attack, stroke or kidney disease. This plan pays a lump sum to you if you are diagnosed with these conditions, to help you pay for out-of-pocket medical expenses.	You pay the cost of this optional coverage
<b>Long Term Care Insurance</b>	The Long Term Care Plan allows you to purchase future protection in case you need a nursing home or home health care service. You may purchase this coverage for yourself, your spouse, your parents, grandparents, and parents-in-law.	You pay the cost of this optional coverage





## For Your Life Away From Work

Havertys believes that work/life balance is essential to your well-being and your job performance. Havertys offers benefits and programs to help you find balance in a busy world. Whether it's time away from the office or services to help you juggle everything on your "to do" list, Havertys has something for you.



Benefit	What it means for you
Vacation and Paid Holidays	<ul style="list-style-type: none"> <li>After one year of service, all Associates are eligible for vacation benefits. Full-time Associates earn vacation benefits each month, beginning with a rate equal to two weeks per calendar year. Vacation is earned at higher rates after seven years and 16 years of service. Part-time Associates are entitled to one week per calendar year, based on average hours worked.</li> <li>Each year, Havertys observes a number of holidays, including one personal holiday you can take at any time (subject to supervisor approval).</li> </ul>
Employee Assistance Program	For help with personal or work-related challenges, the EAP offers confidential, short-term counseling with experienced, licensed counselors — available 24 hours a day, seven days a week. You can also find resources and expert information on elder care, child care, and some financial issues, such as buying a home.
Legal Services Plan	The MetLaw Legal Plan provides assistance to you (and, in most cases, your family) with certain personal legal matters.
Credit Union	Havertys is a member of the LGE Community Credit Union. Basic features include checking, savings, ATM cards, certificates of deposit, loans and VISA cards.
Associate Discount	After a waiting period (90 days for full-time and 180 days for part-time Associates), you are offered a considerable discount on retail prices.
Tuition Reimbursement	After you complete one year of service, Havertys will reimburse a portion of the cost of tuition, fees and books if a minimum grade requirement is met for a degree directly related to your employment at Havertys.

For detailed information about all programs listed in this summary and rates, please go online to [www.havertys.com/meandmyhavertys](http://www.havertys.com/meandmyhavertys) under **myBenefits** or call the Havertys Benefit Service Center at 866-456-1419.

*This summary is only an overview of certain Havertys benefits and programs. The information provided in this summary is subject to the official plan documents, which will control in the event of any conflict, difference, or error. Havertys reserves the right to amend or terminate any of its benefit plans in the future.*

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