

**Whatever your stage in life, we help you live it to the fullest – by offering a wealth of programs that help you take care of yourself, your loved ones and also plan for your future.**

Here are just some of the benefits of working at Levi Strauss & Co.

*\* Your personalized benefits package will depend on your position, location and other eligibility requirements.*

### **U.S.-Specific Benefits**

# BRING YOUR WHOLE SELF TO WORK.

Levi Strauss & Co.'s industry-leading benefits\* are designed to help employees and their families stay healthy, meet their financial goals, protect their income and help them balance their work and personal lives.

LEVI STRAUSS & CO.



\* The benefits highlighted in this infographic apply to most of Levi Strauss & Co.'s U.S. corporate and retail benefits-eligible employees. There are some variations by population.

\*\* Applies to Corporate employees. Retail employees working 30 hours/week or more are eligible for benefits after 60 days of employment.

## HEALTH & WELL-BEING

We support and reward employees for taking charge of their physical, emotional and financial health.

- Free employee medical premium for employees who participate in our well-being program. **NEW**
- Eligible for health benefits on Day 1\*\*

## PAID LEAVE & BACK-UP CARE

Whether bonding as a new family or caring for a parent or spouse, we make sure employees have what they need to balance family, finances and work.

- Eight weeks of paid time off per year to care for a family member with a serious health condition. **NEW**
- Eight weeks of paid time off to bond with a new child (birth, adoption and foster care)
- 100 hours/year of subsidized back-up child and adult care (double that for new parents)
  - \$2 per hour for center-based care and
  - \$4 per hour for in-home care

## LIFE & DISABILITY INSURANCE

We are committed to providing the peace of mind that comes with knowing employees – and their families – will be covered if needed.

- Global life insurance for all employees, including part-timers. **NEW**
- Paid short-term disability, including up to 12 weeks at 100% of an employee's salary
- Paid long-term disability, up to 60% of an employee's salary, for disabilities longer than short-term

## FINANCIAL

We reward great performance and help employees save for their futures so they can meet their lifelong financial goals.

- We match \$1.25 for every \$1 contributed to our 401(k) up to the first 6% of each paycheck
- 15% discount on LEVI shares through our Employee Stock Purchase Plan

## MAKE AN IMPACT

When we say we want employees to make an impact, we mean it. We support employees who volunteer – we give them time (and in most cases match financial contributions).

- Five hours of paid volunteer time per month to support charitable causes or to participate in civic engagement
- Double charitable giving impact up to \$2,000/year with a match from the Levi Strauss Foundation
- Paid time off to vote

## PERKS

It's easy to wear what you love to work with our employee discount of 50%. **NEW**

## General Benefits

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### Health Benefits

In most locations, our flexible benefit options let you choose medical, dental, vision and life insurance plans that fit just right.

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### Employee Well-Being

Our success as a company starts with happy, engaged and healthy employees. Our wellness programs offer financial incentives, team challenges, tools, and ongoing support to help you get there.

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### Paid Time Off

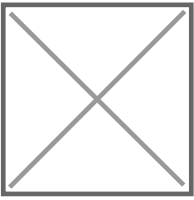
Whether you're taking a vacation or recovering from an illness, our Time Off with Pay Program (TOPP) starts accruing from your first day on the job – all in addition to company paid holidays.

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### Employee Assistance

Sometimes life happens. And when it does, our WorkLife Services program offers counseling and other confidential services – at no cost to employees.



**Competitive Pay**

Our competitive pay, financial incentives and retirement savings plans can help employees meet their lifelong financial goals.

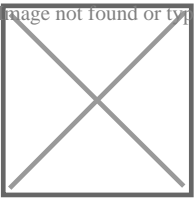


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**Grow Your Career**

Whatever stage you are in your career, we provide in-person and on-demand opportunities to learn, grow and make an impact on our business.

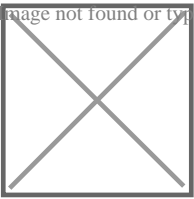


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**Paid Volunteer Time**

When we say we want you to make an impact, we mean it. Volunteer with a cause that matters to you – and we'll pay you for your time (and in most cases match your financial contribution).

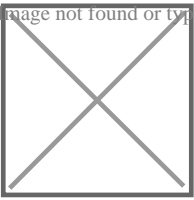


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**Product Discounts**

It's easy to wear what you love with our generous employee discount.



**Culture Of Recognition**

We celebrate our employees for all they do to make our company great, and a great place to work.