

# benefits

As a Nordstrom employee, you should feel confident that your health and well-being are among our highest priorities. To that end, Nordstrom offers comprehensive, flexible benefits to our employees and their families.

**Health Benefits**

**Dental**  
Offers basic and preventative dental services and orthodontia with varying costs for coverages and services based on your election.

**Employee Assistance Program**  
Provides access to confidential consultations, information and referrals for you and your eligible family members experiencing personal difficulties or concerns, 24 hours a day.

**Medical/Vision**  
Offers medical, vision and prescription drug coverage. Nordstrom pays the majority of this benefit and your share is deducted from your pay check on a pretax basis.

**Income Protection**

**Accidental Death & Dismemberment Insurance**  
Offers financial protection for you and your eligible family members in the event of accidental death or dismemberment.

**Disability Program – Short Term Disability**  
Provides 60% of your pre-disability income for up to 150 days if you are unable to work due to disability. Employees in CA, HI, NJ, NY and RI participate in state-mandated programs and are covered under a supplemental plan.

**Disability Program – Long Term Disability (LTD)**  
Basic LTD provides 40% of your pay if you remain disabled after your STD benefits end. Optional LTD, which you pay for offers you coverage for an additional 20% of your pay (this benefit may be reduced by your state benefits plan)

**Life Insurance**  
Provides benefit of \$10,000 in the event of your death. Supplemental life insurance\* offers additional financial protection for you and your eligible family members in the event of a covered family member's death.

**Long Term Care**  
Offers financial protection for you or an enrolled family member who can no longer perform covered everyday activities.

**Retirement Benefits**

**401(k) Plan & Profit Sharing**  
Defer up to 50% of your compensation on a pretax basis into an assortment of investment options. Nordstrom matches your deferral, dollar for dollar, up to 4% of your eligible pay. Profit Sharing lets you share in the company's success through automatic contributions to your account based on your pay, your years of service and the company's profitability.

**Roth 401(k)**  
Defer up to 50% of your compensation on an after tax basis into an assortment of investment options. Nordstrom matches your deferral, dollar for dollar, up to 4% of your eligible pay.

**Employee Stock Purchase Plan**  
Offers the opportunity to purchase Nordstrom stock at a 10% discount off the current market price.

**Spending Accounts**

**Commuter Spending Account**  
Offers the opportunity to use pre-tax dollars to pay for eligible commuter expenses.

**Dependent Care Spending Account**  
Offers the opportunity to set aside up to \$5,000 in pre tax dollars each calendar year to pay for dependent care expenses.

**Health Care Spending Account**  
Offers the opportunity to set aside up \$2,800 each calendar year to pay for eligible health care expenses.

**Time Off**

**Bereavement Leave**  
Provides time off with pay in the event of the death of a family member designated under the Bereavement Leave program.

**Leave of Absence Program**  
Provides time away from work to recover from an illness, care for a family member or serve in the military.

**Paid Time Off**  
Provides time off based on number of hours worked and length of employment for your personal and family needs, such as vacation, doctor's appointments, and school functions.

**Sabbatical Program**  
Provides six weeks of unpaid time off to use any way you like.



## **Life/Work Benefits**

### Adoption Financial Assistance

Reimbursement for up to \$2,000 in covered adoption expenses for each attempted or successful adoption, with up to an \$8,000 lifetime maximum.

### Discounts and Services - Workstream Rewards

Provides discounts on high quality goods and services in a variety of lifestyle categories.

### Group Home/Auto Insurance

Offers group, discounted insurance rates for auto, home, renters and other personal property.

### Group Legal Services

Offers access to local legal assistance for a wide range of services.

### Merchandise Discount

Provides a discount for regular employees and eligible dependents. The discount percentage varies based on your position and the products or services you are purchasing.

### Resources and Referrals - LifeCare

Provides counseling, education and referral services to help you and your family manage personal and professional responsibilities and make life decisions of everything from childcare and academics to financial services and retirement.

## **Additional Benefits and Services**

### Nordstrom Bank

Provides a full range of convenient banking products and services with special benefits for employees.

### Nordstrom Federal Credit Union

Provides a wide range of financial products and services through a non-profit employee credit union.

### U.S. Savings Bonds

Provides the opportunity to purchase Series EE U.S. Savings Bonds.

