

# NORDSTROM CAREERS

## BENEFITS

As a Nordstrom employee, your health and well-being are among our highest priorities – that's why we offer comprehensive, flexible benefits to our employees and their families.

### Health Benefits

#### MEDICAL AND VISION COVERAGE

Medical, behavioral health/substance abuse, vision and prescription drug coverage for you and your eligible dependents. Nordstrom pays the majority of this benefit, and your share is deducted from your paycheck on a pretax basis.

#### DENTAL COVERAGE

Basic, major and preventive dental services and orthodontia with varying costs, coverages and services, based on your elections. Nordstrom pays the majority of this benefit, and your share is deducted from your paycheck on a pretax basis.

#### TAKE CARE WELLNESS PROGRAM

The Take Care Wellness Program benefits you by providing tools and resources like onsite Biometric Screenings, the Personal Health Assessment, and Health Coaching, that make it easier to improve your overall health, and savings toward your medical plan deductions, that keep more money in your paycheck.

### Income Protection

#### ACCIDENTAL DEATH AND DISMEMBERMENT

Financial protection for you and your eligible family members in the event of accidental death or dismemberment.

#### DISABILITY

*Short Term Disability, Supplemental Short Term Disability (STD) and Basic Long Term Disability (LTD):*

- STD 60% of predisability earnings if you are disabled for more than three full consecutive days, subject to approval.
- LTD 40% of predisability earnings if your disability is longer than 180 days, subject to approval.

*Optional Long Term Disability (LTD):* An additional 20% of predisability earnings if you are eligible for Basic Long Term Disability.

#### LIFE INSURANCE

*Basic Life Insurance:* \$10,000 paid to a designated beneficiary in the event of your death.

*Supplemental Life Insurance:* Additional financial protection for you and your eligible family members in the event of a covered family member's death.

#### LONG TERM CARE INSURANCE

Financial protection for you or an enrolled family member who can no longer perform covered, everyday activities.

### Retirement & Savings/Equity

#### 401(K) PLAN & PROFIT SHARING

*401(k) Plan:* Deferral opportunity of up to 50% (15% for those deemed Highly Compensated Employees under Plan provisions) of eligible pay as pretax 401(k) deferrals, post-tax Roth 401(k) deferrals, or a combination of both into an assortment of investment options. Nordstrom may match deferrals, dollar for dollar, up to 4% of eligible pay, vested over time, subject to maximum contribution levels and the Company's profitability.

*Profit Sharing:* The Company may contribute up to 3% of eligible pay based on Profit Sharing years of service and the Company's profitability.

#### EMPLOYEE STOCK PURCHASE PLAN (ESPP)

Opportunity to purchase Nordstrom stock at a 10% discount off the closing market price on the date of purchase, subject to Plan limits.

## Retirement & Savings/Equity

### NORDSTROM BANK

Full range of banking products and services with special benefits for employees.

### NORDSTROM FEDERAL CREDIT UNION

Wide range of financial products and services through a nonprofit employee credit union.

## Flexible Spending Accounts

### HEALTH CARE, DEPENDENT CARE, COMMUTER

Opportunity to set aside pretax dollars each Plan year to pay for eligible expenses.

- Health Care Spending Account:  
\$2,800 annual maximum
- Dependent Care Spending Account:  
\$5,000 annual maximum
- Commuter Spending Account (CSA):  
\$230 per month maximum for transit  
\$230 per month maximum for parking

## Time Away

### HOLIDAYS

Company-wide paid holidays: New Year's Day, Memorial Day, Fourth of July, Labor Day, Thanksgiving and Christmas Day.

### BEREAVEMENT LEAVE

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

### JURY DUTY PAY

Time off with pay for up to 10 working days in the event you are called to jury duty.

### LEAVE OF ABSENCE PROGRAM

Time away from work to recover from an illness, care for a family member or serve in the military.

### PAID TIME OFF (PTO)

Time off with pay for personal and family needs such as vacation, illness and school functions.

### SABBATICAL LEAVE

Up to six continuous 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 an \$8,000 lifetime maximum.

### EMPLOYEE ASSISTANCE PROGRAM

Access to confidential consultations, information and referrals for you and your eligible family members experiencing personal difficulties or concerns, 24 hours a day.

In addition to counseling services, the EAP also provides access to:

- Basic legal and financial planning services
- Education and referral services to help manage personal responsibilities and make life decisions
- Discounts on goods and services in a variety of lifestyle categories

### GROUP HOME/AUTO INSURANCE

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

### GROUP LEGAL SERVICES

Access to local legal assistance for a wide range of services.

### MERCHANDISE DISCOUNT

20% or 33% discount for you and your eligible dependents at Nordstrom Full-Line stores, Nordstrom Rack and Nordstrom Direct.

The discount percentage you receive depends on a combination of things including your role and responsibilities within the Company, as well as where you shop and the products and services you purchase.