



## Employee Benefits At-a-Glance January 1, 2026 – December 31, 2026

At Basics, we care about the health and well-being of our employees and their families. Each year, we strive to provide a benefits package that offers the benefits our employees deserve at an affordable cost for them and their families. Eligible employees may enroll in the healthcare benefits the first of the month following 30 days of employment.

Here's a snapshot of our benefits offerings.



Our Medical insurance plan includes Rx coverage through Moda.

Employees can choose between two Dental plans and select the best option for their needs.



Our Vision coverage is through Principal, with the VSP Network.



Employees have access to Medical FSA and Dependent Care FSA plans through PNC Bank.



We also reimburse employees for a portion of the medical plan deductible through a Health Reimbursement Arrangement (HRA) administered by PNC.



Through The Hartford, we offer company-paid Life, AD&D and Long-Term Disability plans for eligible employees, with the option to purchase voluntary Life and AD&D coverage for themselves and their dependents.



Employees can also elect to enroll in Accident insurance.

### **Additional Benefits for Eligible Employees**

- ✓ 8 Paid Holidays
- ✓ 3 weeks of Paid Time Off (PTO) accrued per year (prorated for Part-Time employees)
- ✓ 30% Employee discount at our stores