



THIS IS YOUR ARMOUR

# BENEFITS AT UNDER ARMOUR

Working at Under Armour means one key thing: no matter what you do, you see every day and every project as a chance to push your field forward. When you work with us, you're part of a high-performance team. And we take care of our teammates by providing a comprehensive total compensation package that links directly to business and individual results.

## Health Benefits

Under Armour is focused on the health and well-being of our teammates to ensure we can continue to be a high performing, agile company for years to come. Our health benefits help you perform at the top of your game.

### Medical

Under Armour offers three medical plan options through CareFirst BCBS. All three plans provide comprehensive medical and prescription drug coverage. All three plans cover in-network preventive care at 100%.

CDHP	PPO	PPO+
You pay less from your paycheck but more when you receive care. It gives you access to a Health Savings Account (HSA) – and Under Armour’s contribution to it.	Your per-paycheck costs are more than with the CDHP but less than with the PPO+. You may pay more out of your pocket when receiving care than with the PPO+.	You pay the most out of your paycheck for coverage, but you pay the least out of your pocket during the year when receiving care
After meeting your deductible, your coinsurance for in-network care is 20%.	After you reach your deductible, your coinsurance for in-network care is 20%.	After you reach your deductible, your coinsurance for in-network care is 0%

*Teammates in San Francisco also have the option to enroll in the Kaiser HMO.*

You can also purchase supplemental medical insurance (hospital indemnity, accident, and critical illness) to help protect you from out-of-pocket expenses not covered by your primary medical plan.

### Dental

You can choose from two dental plans through Delta Dental that both cover a wide range of services. The High Plan also covers orthodontia for adults and child.

### Vision

Under Armour offers vision coverage through EyeMed. This plan covers eye exams, eyeglasses, contact lenses, and more for you and your eligible dependents.



## Tax-Advantaged Accounts

Through Under Armour benefits, you have access to accounts that allow you to save tax-free for eligible expenses to help your benefits dollars go farther.

- Health Care Flexible Spending Account (FSA)
- Health Savings Account (HSA) and Combination FSA (if enrolled in the CDHP)
- Dependent Care FSA

## Financial Protection

Under Armour understands how important it is to prepare for a financially secure future. That’s why we offer financial benefits that help you make the most your money and prepare for the unexpected.

### Life, Accident, and Disability

Under Armour is proud to provide Basic Life, Accident, and Disability Insurance — at no cost to you. You also have the option to purchase additional insurance to protect yourself and your family.

Benefit	Coverage
Basic Life Insurance	Full-time: 2x annual base salary (up to \$1,000,000) Part-time: \$10,000
Basic Accident	Full-time: 2x annual base salary (up to \$1,000,000) Part-time: \$10,000

### 401(k)

When set aside money for your retirement, the company does, too. Under Armour provides a company matches 100% of the first 1-3% of the eligible pay you contribute and 50% of the next 2%. The 401(k) Plan gives you two ways to invest, so you have options based on how you prefer to manage your account.

### Employee Stock Purchase Plan

The Under Armour Employee Stock Purchase Plan allows you to share in Under Armour’s success. Eligible teammates can purchase UA stock at a 15% discount to the market price through convenient payroll deductions.

**The UA Experience**

Our teammates get more at Under Armour. When you’re part of the team, you can take advantage of:

- Teammate discount on Under Armour gear
- Fitness Reimbursement Tuition reimbursement
- Additional benefits including universal life insurance and identity protection coverage
- Commuter benefits
- And more!



## Time Away from Work

Under Armour recognizes that to do your job well, you occasionally need time away from work to refresh and renew. That's why we provide teammates with the competitive time off benefits.

### Paid Time Off

You can earn and use PTO after you successfully complete a 90-day introductory period. When you're eligible, you accrue PTO based on how many years you've been employed at Under Armour.

### Holidays

Under Armour offers 11 paid holidays each calendar year.

### Leaves

- **Family Medical Leave (FMLA):** After working at Under Armour for 12 months, you may be eligible to take up to 12 weeks of job-protected unpaid leave within a 12-month period.
- **Bereavement:** In the unfortunate event of the death of a family member, you may receive up to five days of paid time off for bereavement, depending on the deceased's relation to you.
- **Jury/Witness Leave:** If you are called to jury duty or subpoenaed to serve as a witness, you can receive the paid time off needed to meet your civic obligations.
- **Military Leave:** You may be eligible for an approved leave of absence consistent with the requirements of the Uniformed Services Employment and Reemployment Rights Act of 1994 (USERRA).

#### Parental Leave at Under Armour

All benefits-eligible and FMLA-eligible parents of new children make take **up to six weeks** of time-off. Birth mothers are also eligible for short-term disability to recover from delivery.