



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. Full-time teammates are eligible starting the first of the month following their date of hire. You can enroll yourself, your spouse/domestic partner, and your eligible children up to age 26, within 30 days of becoming eligible.

Medical and Prescription Drug

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

	CDHP	PPO	PPO+
Cost Per Paycheck	\$	\$\$	\$\$\$
Cost When Receiving Care	\$\$\$	\$\$	\$
Tax-Advantaged Accounts These accounts allow you to save tax-free for eligible expenses to help your benefits dollars go farther.	Under Armour automatically contributes to your Health Savings Account (HSA) - \$500 if you cover yourself, or \$1,000 if you cover dependents. You can also contribute up to the IRS limit for eligible health care expenses. Set aside extra money for dental and vision expenses in a Combination Flexible Spending Account (FSA) .	You can contribute to a Health Care Flexible Spending Account (FSA) for eligible health care expenses.	

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 children.

Vision

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

> 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 Insurance

Under Armour is proud to provide Basic Life, Accident, and Disability Insurance — at no cost to you. You are automatically covered the first of the month following 90 days from your date of hire.

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

You also have the option to purchase additional life and accident insurance for yourself and your family. Evidence of insurability may be required.

401(k)

When you set aside money for your retirement, the company does, too. Under Armour matches 100% of the first 3% of the eligible pay you contribute and 50% of the next 2% — for a total of 4% from the company. You are automatically vested in any contributions from the company. You have two ways to invest through T. Rowe Price, so you have options based on how you prefer to manage your account. You can make before-tax or Roth contributions and receive Under Armour matching contributions starting the first of the month following 90 days after your hire date.

Employee Stock Purchase Plan

The Under Armour Employee Stock Purchase Plan allows you to share in Under Armour's success. Starting the first of the month following 90 days from your date of hire, you can purchase UA stock at a 15% discount to the market price through convenient payroll deductions and manage your account through Charles Schwab, if eligible.

> Refresh and Relax

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 competitive time off benefits.

16+ Days of PTO

Full-time employees can earn and use PTO after successfully completing a 90-day introductory period. When you're eligible after a 90-day introductory period, you accrue 16 days per year, plus one more each year you stay with Under Armour.

11 Holidays

Under Armour offers 11 paid holidays each calendar year.

4 GiveBack Days

Under Armour is relentless in our effort to create positive change through volunteerism. Teammates receive 32 hours of paid time off each year for personal volunteer activities performed during working hours.

Leaves

Under Armour also offers leave, such as Family Medical Leave, Bereavement Leave, Jury/Witness Leave, and Military Leave, to teammates in applicable situations. Additionally, all benefits-eligible and FMLA-eligible parents of new children may take up to six weeks of fully-paid time off. Birth mothers are also eligible for an additional eight weeks of fully-paid short-term disability.

The UA Experience

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

- Teammate and spouse/domestic partner discount on Under Armour gear
- Adoption assistance
- Tax-advantaged Dependent Care Flexible Spending Account
- Back-up care through Care.com
- Teammate referral plan
- Progyny fertility benefits
- Snoo Smart Sleeper rentals
- Info Armour legal services
- Work/Life Assistance Program through CCA
- UAFit programs
- Tuition reimbursement
- Universal life insurance
- Parking and transit benefits
- More benefits available by location