



2022 benefits guide.

Part-time or Seasonal not eligible for medical

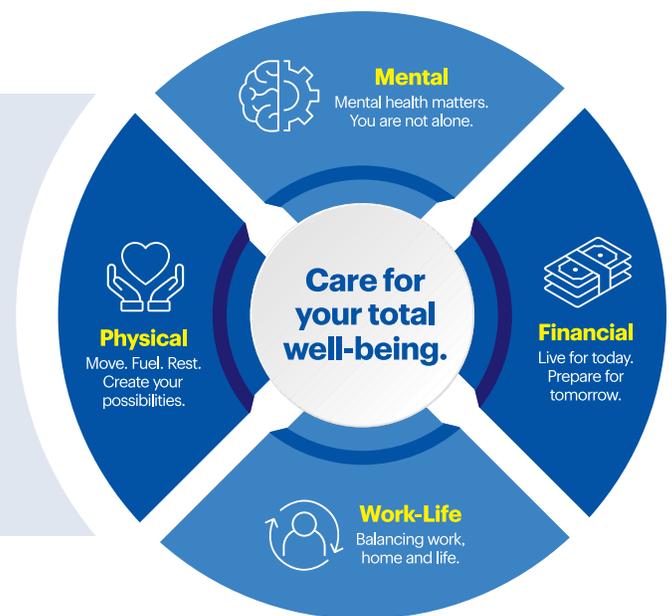
Focused on your well-being.

Support for you and your loved ones.

At Best Buy, we want to help you live a happy, healthy, productive life that balances work and home.

When life happens: Best Buy offers benefits to support your overall well-being.

Use this Benefits Guide to explore your options.





Physical well-being.

Move. Fuel. Rest. Create your possibilities.

How you move, fuel and rest your body and mind is what physical well-being is all about. It involves making lifestyle behavior choices today that help to ensure optimal health and wellness now and in the future. See what Best Buy offers to help you reach or maintain your optimal health.

Culturally competent health providers

Included Health is a comprehensive health platform and concierge service that connects you to culturally competent, high-quality providers who understand the unique needs of the LGBTQIA+ community. Get help finding providers, trusted community advocates and local resources, plus get benefits and care questions answered.

This service is available at no cost to all Best Buy employees and their dependents. You do not need to be enrolled in a Best Buy health plan.

Visit includedhealth.com/member to become a member and learn more.

Discounts on prescription drugs

NOTE: Not available to seasonal employees.

With the **OptumRx Prescription Savings** card, part-time employees can save up to 80%* on generic and brand-name prescription drugs at over 62,000 participating pharmacies nationwide. Go to myprescriptiondrugsavings.com and log in with Group 703352 to print your ID card. Then show your card to the pharmacist each time you fill or refill a prescription. There is no paperwork to complete and no limit on usage.

* Savings average 45 percent with potential savings of up to 80 percent (based on 2015 national program savings data). All prescription drugs are eligible for savings, including some pet medications. Discounts are available exclusively through participating pharmacies and may not be combined with health insurance coverage. This is a discount-only benefit; Best Buy does not contribute to the cost of your prescription drug services.

Eye care and eyewear savings

NOTE: Not available to seasonal employees.

Use the **VSP Vision Savings Pass** to get discounts on eye care and eyewear when you see a VSP provider.* Register on vsp.com with the last four digits of your SSN along with your full legal first and last name and date of birth. Then you can view your coverage details, search for providers and print an ID card.

Savings include:

- 20% off a WellVision Exam
- 20% off frames, lenses and lens options
- 15% off a contact lens exam
- Discounts on laser vision correction

* This is a discount-only benefit; Best Buy does not contribute to the cost of your vision services.

Confidential support for physical fitness and care

Life Solutions, the Best Buy Employee Assistance Program (EAP), offers confidential support and resources to help you handle whatever life throws your way. It is available 24/7 at no cost to all Best Buy employees and everyone living in their household.

Find articles, podcasts and videos related to medical conditions, fitness and nutrition, pregnancy and more. Delegate your to-do list or find reputable referrals for nearly anything, including fitness clubs, personal trainers, local activities, or anything else related to your physical well-being.

Visit guidanceresources.com (use Web ID: BBYLife) or call [1-800-807-1530](tel:1-800-807-1530).

Inspired self-care

Life Solutions partners with **myStrength** to offer a digital self-care platform to improve and sustain mental health and overall well-being. Tackle common issues such as stress, insomnia or other sleep disorders, chronic pain, and more. Individualized experiences help you build resiliency, manage stress, find daily inspiration and track your progress. myStrength is available to all Best Buy employees and everyone living in their household.

Download the myStrength app or visit app.mystrength.com (use Access Code: BBYLife).

Free flu shots

Best Buy offers a free **flu shot** voucher every year to all employees.* Vouchers are available at your location or posted on internal employee websites each fall.

* Flu shot vouchers are not available in North Dakota.

Virtual fitness membership

All employees are eligible to enroll in a **virtual fitness membership** with the Wellness Zone at no cost.

To sign up for this offer, email wellnesszone@bestbuy.com.

Connect to keep moving

Find challenges on the **MoveSpring** step and activity platform to connect and support co-workers while prioritizing regular movement. Check for global challenges in each month.

Download the MoveSpring app and get started with Company Code: BBYSTEPS.



Mental well-being.

Mental health matters. You are not alone.

[Learn more](#)

[Life Solutions Flyer](#)

Your mental health and well-being are a priority for Best Buy, and we are committed to encouraging open and honest conversations, providing education, and offering access to resources.

If you or someone you know is having suicidal thoughts or experiencing emotional distress, don't wait. Call the National Suicide Prevention Lifeline at [1-800-273-8255](tel:1-800-273-8255) or text HOME to 741741.

Confidential support for mental health topics

Life Solutions, the Best Buy Employee Assistance Program (EAP), offers confidential support and resources to help you handle whatever life throws your way. It is available 24/7 at no cost to all Best Buy employees and everyone living in their household.

- Receive up to eight no-cost counseling sessions per person, per issue, per calendar year. Virtual, chat, email and in-person options are available, including BetterHelp video and chat-based counseling. You also have access to unlimited phone support with on-call master's-level clinicians. All sessions are completely confidential. To speak with a counselor or request a referral, call [1-800-807-1530](tel:1-800-807-1530).
- Find articles, podcasts and videos related to mental health, emotional well-being, grief and loss, addiction, relationships, trauma, and more. Delegate your to-do list or find reputable referrals for nearly anything, including local support groups and activities, or anything else related to your mental well-being.

Visit guidanceresources.com (use Web ID: BBYLife) or call [1-800-807-1530](tel:1-800-807-1530).

Inspired self-care for mental health

Life Solutions partners with **myStrength** to offer a digital self-care platform to improve and sustain mental health and overall well-being. Tackle common challenges such as stress, depression, anxiety, substance use, insomnia, chronic pain, and more. Individualized experiences help you build resiliency, manage stress, find daily inspiration and track your progress. myStrength is available to all Best Buy employees and everyone living in their household.

Download the myStrength app or visit app.mystrength.com (use Access Code: BBYLife).



Financial well-being.

Live for today. Prepare for tomorrow.

Financial well-being centers on finding the healthy balance between living for today while preparing financially for tomorrow. Best Buy offers a variety of resources to help you identify and manage your financial needs, from savings and retirement to emergency funds and discounts.

Learn more

See the [Contacts](#) page for websites and apps to help you learn more and manage your financial well-being benefits.

Savings and loan opportunities

Best Buy provides you with a unique opportunity to build up your savings or get emergency funds through [Wings Financial](#).

- Open a [Savings Builder](#) account with direct deposit from your Best Buy paycheck, and Wings will fund the first \$5 in your account, and you can earn an additional \$100 deposit by completing six short, online financial education courses. Plus, you'll be entered into a drawing to win one of four monthly \$250 deposits exclusive to Best Buy members.
- Wings Financial offers Best Buy employees the opportunity to obtain a \$1,000 [Quick Loan](#), which is not based on your credit score and offers a 12-month repayment period.

Tax-advantaged saving for retirement

All employees age 18 and over are immediately eligible at hire to join the [401\(k\) Retirement Savings Plan](#). You may save between one and 50 percent of your eligible pay,¹ up to the annual IRS dollar limit.²

- You may save on a before-tax basis, a Roth 401(k) after-tax basis or a combination of both.
- After you've been employed for one year, Best Buy will contribute one dollar into your account for every dollar you contribute, up to the first three percent of your eligible pay, and an additional 50 cents for every dollar you contribute for the next two percent of your eligible pay.¹
- You're always 100 percent vested, which means you own all the money from your own contributions, company-matching contributions, rollover contributions and investment earnings.
- Choose from a variety of investment options. Online Advice is available at no cost or you can use Advisory Services for a fee to help you achieve your retirement goals.

1. Any bonus you receive is not included in your eligible pay.

2. For current contribution limits, visit voya.com/IRSlimits.

Employee discount

The Best Buy [employee discount](#) enables you to purchase most products and services at Best Buy retail stores and [BestBuy.com](#) at five percent above cost. Discounted services may have tax implications. You are eligible after 30 days of employment. Between Nov. 20 and Dec. 31, all employees are eligible regardless of their hire date.

Buy Best Buy stock at a discount

The [Employee Stock Purchase Plan \(ESPP\)](#) lets you buy Best Buy stock at a five percent discount. Contribute up to 20 percent of your after-tax pay through automatic payroll deductions during each six-month offering period. At the end of six months, your stock purchase is made, and you own part of the company.

All employees are eligible to participate in the ESPP after 60 days of continuous service. Once eligible, you can enroll in the ESPP two times a year, in March and September.

Financial help in case of disaster

NOTE: Not available to seasonal employees.

Natural disasters such as hurricanes, tornadoes or wildfires can inflict serious damage in the blink of an eye. Best Buy founder Dick Schulze has established a fund to help employees experiencing hardship as a result. If you have been employed by Best Buy for at least one year and are impacted by a federally-declared natural disaster, you may be eligible to receive financial support from The Richard M. Schulze Family Foundation **Employee Disaster Relief Fund**.

Financial help for personal events

The **Best Buy HOPE Fund** was created in partnership with the Richard M. Schulze Family Foundation to help employees facing financial hardship due to unforeseen personal events beyond their control. Some examples could include medical or mental health bills not covered by insurance, domestic abuse, funerals, damage to personal property, and more. Applicants with at least one continuous year of service may receive up to \$2,500 in non-taxable grants over a 12-month period for eligible expenses.

Tax savings on commuting costs

The pre-tax **Commuter Benefits Program** allows you to set aside pre-tax payroll deductions to pay for qualified workplace mass transit expenses, such as bus, subway or vanpool fares and even certain parking expenses. It also includes expenses for a pass, token, farecard or similar item.

Electronic payment for payday

Electronic payment can make payday less stressful and give you greater flexibility for managing your expenses. The **Wisely Paycard** works similarly to a reloadable, prepaid credit or debit card. You can use it in stores and online wherever Visa and Mastercard are accepted.

- Send your full paycheck amounts to the paycard or split it however you want along with direct deposit to other checking and savings accounts.
- Opt in to early direct deposit to get your pay up to two days early*.
- Load funds or deposit checks from multiple sources, such as your tax refund, government benefits or a second job.
- Request additional cards for friends and family members, with separate balances.
- Pay no fees for monthly service, minimum balance or overdrafts.

* Best Buy's payday is Friday. Early deposits are made by ADP and are not guaranteed.

Savings on property and auto insurance

Gain access to special savings on **Auto, Home and Renters Insurance**. You can request free quotes at any time from the following trusted names: Liberty Mutual Insurance, Farmers GroupSelect and Travelers. You can also save on coverage for other valuable items. Availability, coverage and costs will vary. Payments are made via direct billing with your chosen carrier.

Savings on insurance for your pet

Protect your pet and keep your costs down, too, by enrolling in [Nationwide Pet Insurance](#). Save up to 70 percent on veterinary bills for conditions that aren't pre-existing. You can enroll at any time, and rates vary by pet. Payments are made via direct billing with Nationwide.

Confidential support for financial matters

[Life Solutions](#), the Best Buy Employee Assistance Program (EAP), offers confidential support and resources to help you handle whatever life throws your way. It is available 24/7 at no cost to all Best Buy employees and everyone living in their household.

- Call to obtain impartial guidance from certified public accountants and financial planners regarding managing your finances, including budgeting, debt consolidation and more.
- The [Working Advantage](#) program provides discounts and deals on travel, entertainment and shopping, including Zebit, where you receive a promotional offer and an interest-free line of credit through their online shopping experience.
- Find articles, podcasts, videos and interactive tools related to financial topics, such as loan calculators, budget plans, home ownership, estate planning, debt management, and more. Delegate your to-do list or find reputable referrals for local resources, including assistance with food or housing needs, or anything else related to your financial well-being.

Visit guidanceresources.com (use Web ID: BBYLIFE) or call [1-800-807-1530](tel:1-800-807-1530).



Work-life well-being.

Balancing work, home and life.

Whether you need a break to enjoy life, manage a personal health condition or care for a loved one, Best Buy has programs to help you take time off when you need it. We also offer support for starting or caring for your family, including child care and educational resources, plus more to help you focus on what matters most and find your healthy balance.

Learn more

See the [Contacts](#) page for websites and apps to help you learn more and manage your work-life well-being benefits.

Paid Time Off

NOTE: Not available to seasonal employees.

After one year of service, receive 16 hours of PTO each year. PTO can be used for vacations, personal appointments or when you or a family member is sick and you need to stay home. Time may be taken in one-hour increments whenever you are scheduled to work. Details vary by location.

Paid time away for bereavement

NOTE: Not available to seasonal employees.

Receive up to two days of paid **Bereavement Time** in the event of a family member's death.

A gift of time for those who need it most

The **Gift of Time** program allows employees to donate vacation time or Paid Time Off to eligible employees who need to miss work as a result of a federally-declared major disaster, a medical emergency (their own or a family member's) or a family member's death.

Pay to welcome a child or care for family

Eligible employees may receive **Caregiver Pay** for up to four weeks (160 hours) within a 12-month period at 100 percent of base pay during a qualifying leave of absence for one of the following:

Child bonding

Birth persons and non-birth parents taking a leave of absence for two weeks or more within 12 months following birth, adoption or foster care placement.

Family care

Employees taking a leave of absence for four or more days or intermittent leave in minimum one-day increments to provide care for a spouse, domestic partner, child or parent with a health condition.

You must have completed one year of service with 1,250 hours worked in the 12 months prior to the leave. A qualifying leave of absence is time off from work provided to an employee under the Leave of Absence Policy: Family and Medical (FMLA) or other state-required leave. Up to two weeks (80 hours) of Caregiver Pay is available to care for extended family members including a grandparent, grandchild, parent-in-law, brother/sister or brother/sister-in-law and child over 18.

Caregiving advocacy and support

NOTE: Not available to seasonal employees.

Wellthy provides personalized support to help you tackle the logistical and administrative tasks of caring for the ones you love, including yourself. A dedicated Care Coordinator serves as your advocate and expert, handles your toughest caregiving questions and helps you address legal, housing, medical and other related topics. You also receive access to a Care Dashboard that helps you stay organized, track appointments and streamline communication with other family members and caregivers. Best Buy provides access to Wellthy at no cost, and employees can invite fellow caregivers (i.e., siblings, spouse, partner, parents, etc.) to join in on the Care Project.

Backup Child Care when you need to work

NOTE: Not available to seasonal employees.

Find quality, safe and affordable in-home or in-center child care through Care.com when you need it most. Use it when your regular caregiver is unavailable, if you need to pick up an extra shift at work, or if your child is a little under the weather and needs to stay home. Each employee receives 10 **Backup Child Care** visits per year for a \$10 copay per visit. You can even book a preferred caregiver or center from your personal network and get reimbursed for a portion of the costs that exceed your copay. Visits must be used for work-related purposes only, and the value may be subject to taxes where applicable.

Discounts on early childhood education and care

NOTE: Not available to seasonal employees.

Through our partnership with Care.com, you can enjoy a 10 percent discount on early childhood education at KinderCare and Children's Creative Learning Centers, or before- and after-school programs at Champions.

Reimbursement for tutoring expenses

NOTE: Not available to seasonal employees.

If you're a working parent, we know that your child's education is a major priority. Through the **Tutor Reimbursement program**, receive 50 percent reimbursement for in-person or online tutoring expenses for your school-age dependents, up to \$100 per month.

Discounts on tuition

Whether you're going to college for the first time, or finishing what you started years ago, Best Buy supports your learning. Through partnerships with select universities and training programs, you (and in some cases, your immediate family members) can obtain **tuition discounts, special scholarship opportunities and reduced education fees**. On-campus and online programs are available.

Appreciation for your service

The **True Blue** recognition program is built for peers and leaders to recognize and reward you when you go above and beyond, deliver excellent customer experiences, exemplify leadership skills and demonstrate our guiding behaviors. Plus, you are recognized in meaningful ways when you reach milestone anniversaries.

Confidential support for life's many events

Life Solutions, the Best Buy Employee Assistance Program (EAP), offers confidential support and resources to help you handle whatever life throws your way. It is available 24/7 at no cost to all Best Buy employees and everyone living in their household.

Find articles, podcasts and videos related to parenting, caregiving, preparing for college, and more. Delegate your to-do list or find reputable referrals for nearly anything, including child or elder care facilities, housecleaning or moving services, party planning, apartment searches or anything else to help you with your work-life balance.

Visit guidanceresources.com (use Web ID: BBYLife) or call [1-800-807-1530](tel:1-800-807-1530).

Tools and resources.

Best Buy offers tools and resources to help you access benefit and policy information or get answers to your questions.

Best Buy Connect.



Employees can log in to **Best Buy Connect** at connect.bestbuy.com or from the app any time from work or home to view and manage everything related to pay and well-being benefits.

- Update your personal information.
- Learn more about how your benefits work.
- Access your pay and tax statements.
- Ask a question or submit a form to HR.

Best Buy Connect will also help you manage helpful tasks and information, like your schedule and company news, all in one place.

HR Support Center.

For general HR questions, including pay and time off, reach out to the **HR Support Center** at [1-866-MY-BBY-HR](tel:1-866-MY-BBY-HR) (1-866-692-2947). For dedicated assistance to help you understand which well-being benefits may help you in your current situation, select option 6.

Contacts.

Use the information below when you have questions about your benefits.

Benefit	Contact	Phone	Website/Mobile App
General HR, Leave of Absence, Pay and Well-being Support	HR Support Center	1-866-MY-BBY-HR (1-866-692-2947)	connect.bestbuy.com
401(k) Retirement Savings Plan	Voya	1-855-229-7526	401(k) Retirement Savings Plan Website or bbysavingsplan.voya.com
Auto / Home / Renters Insurance	Farmers	1-800-438-6381	myautohome.farmers.com
	Liberty Mutual	1-800-216-1625	libertymutual.com/best-buy
	Travelers	1-888-695-4640	travelers.com/bestbuy
Backup Child Care	Care.com	1-833-227-3229	bestbuy.care.com
Best Buy HOPE Fund	Minneapolis Foundation	1-612-672-3861	Minneapolis Foundation Website
Caregiving Support	Wellthy	1-877-588-3917	wellthy.com/bestbuy
Commuter Benefits	Benefits Center	1-866-475-6733	Health and Welfare Benefits Website
Employee Assistance Program (EAP)	Life Solutions	1-800-807-1530	guidanceresources.com Organization Web ID: BBYLife
Employee Disaster Relief Fund	Richard M. Schulze Family Foundation	1-952-324-8910	Schulzefamilyfoundation.org/best-buy-employee-relief-fund
Gift of Time	HR Support Center	1-866-MY-BBY-HR (1-866-692-2947)	connect.bestbuy.com search: Gift of Time
LGBTQIA+ Health Platform and Concierge	Included Health	1-833-781-7931	includedhealth.com/member
myStrength	Life Solutions	1-800-807-1530	myStrength.com Access Code: BBYLife
OptumRx Prescription Savings card	OptumRx	N/A	myprescriptiondrugsavings.com Group: 703352
Pet Insurance	Nationwide	1-877-738-7874	benefits.petinsurance.com/bestbuy
Quick Loan	Wings Financial	1-952-997-8678	www.wingsfinancial.com/best-buy
Recognition Program	True Blue	N/A	bbytrueblue.com
Savings Builder	Wings Financial	1-952-997-8678	www.wingsfinancial.com/best-buy

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Benefit	Contact	Phone	Website/Mobile App
Step and Activity Challenge Platform	MoveSpring	N/A	movespring.com Company Code: BBYSTEPS
Tuition Support	HR Support Center	1-866-MY-BBY-HR (1-866-692-2947)	connect.bestbuy.com search: Tuition
Tutor Reimbursement			connect.bestbuy.com search: Tutor Reimbursement
Virtual Fitness Membership	Wellness Zone	1-612-292-9355	Email: wellnesszone@bestbuy.com
VSP Vision Savings Pass	VSP	N/A	vsp.com
Wisely Paycard	MyADP	1-866-313-6901	MyADP or myWisely.com

Legal disclaimer and notices.

This guide is not a contract or guarantee of any benefit. It provides an overview of many of the benefits for eligible Best Buy employees. It is not intended to provide a complete description of these benefits, and it is not used to administer or document the terms of any Best Buy benefit plan or program. Best Buy may change, vary from or terminate any benefit plan or program at any time. If there are any conflicts between this document and the official plan/program documents and policies, the official documents and policies will govern.

The medical information in this guide applies to part-time or seasonal employees eligible for medical coverage. Backup child care options may be limited in Hawaii. Doctor on Demand, 2nd.MD, Omada and Physera are not available to Hawaii residents. Certain benefits, including Backup Child Care, Caregiver Pay, Employee Disaster Relief Fund, Paid Bereavement, Paid Time Off, Prescription Drug Discounts, Tutor Reimbursement, Vision Discounts and Wellthy do not apply to you if you are a seasonal employee.

Legal Notices

Log in to the [Health and Welfare Benefits Enrollment site](#) to download or print the following required notices: Health Insurance Portability and Accountability Act (HIPAA) Notice of Privacy Practices, Children's Health Insurance Program Reauthorization (CHIPRA) Notice, Summary Annual Report (SAR), Women's Health and Cancer Rights Act of 1998, Special Enrollment Rights, and Summary of Benefits and Coverage (SBC).

Paper copies may be requested through the Benefits Center at [1-866-475-6733](tel:1-866-475-6733).