



BENEFITS + PERKS AT A GLANCE

Medical/Rx/Vision Coverages: Two choices of PPO plans, both administered through Empire Blue Cross' National BlueCard network, the largest in the nation. Pre-tax contribution required by you; majority paid by BRX.

Dental: Administered through Delta Dental with access to one of the largest provider networks in the country. Pre-tax contribution required by you; majority paid by BRX.

Flexible Spending Accounts: Save an estimated 30% on qualified medical and dependent care expenses when you enroll in Flex Spending, putting your pre-tax dollars to work.

401(k): Save for retirement now, taking advantage of the Company match – 100% of the first 3% you contribute. Plan includes automatic enrollments and is administered by Schwab.

Life Insurance: You are insured through Prudential for an amount equal to your annual earnings up to a plan maximum. Purchase additional or dependent life insurance at a discounted rates.

Spousal Death Benefit: If an employee dies while employed, his/her spouse receives 50% of the employee's annual earnings for the two years following the employee's death.

Disability Benefits: No cost financial support in the event you become disabled -- Short and Long Term disability policies through Prudential.

Paid Maternity, Paternity and Adoption Leaves: In support of family...all new parents receive two weeks of fully/100% paid leave. Birth mothers receive an additional four fully paid weeks in coordination with short term disability.

Education Assistance: Reimbursement for tuition and professional licenses in support of continued learning and professional development.

Personal Development Account: Take one day off per year and/or use \$200 to "sharpen the saw" through any type of class or experience that helps you improve personally and/or professionally.

Service Days: Use up to two paid days per year to support your communities. Amp up the connectivity factor by asking colleagues to join you or go solo – your choice.

Big Brain Days: Seminars and workshops from Brixmor offices, led by outside experts on subjects as diverse as self-improvement, technology, career development, health, food...and more. One per quarter to inspire and engage the whole you.

Friday Summer Hours: Starting with Memorial weekend and ending on Labor Day weekend, select an abbreviated work schedule of 8-2 or 9-3 (no lunch). Enjoy this pre-weekend time with family and friends.

Flex Time: Improve your work/life balance with a commute that works for you. Choose a schedule that starts up to 1 hour before or 1/2 hour after your office's established hours. Available all year except on Summer Fridays. Requirements: Adoption of a consistent, "public" schedule to support maximum team collaboration and coordination, schedule/office time must total 8.5 hours (7.5 work/1 lunch).

Birthday Perk: In celebration of you...take your birthday off with pay!

Paid Time Off: Generous policies for paid holidays, vacation, sick and personal days.

BRX Connect: Visit another Brixmor office with a planned professional development goal: experience another real estate function, work side by side with your extended network for enhanced relationships, see what happens when you finish and hand off work to others... endless possibilities. Requires pre-coordination with your supervisor and also with visiting/accommodating office supervisors.

Fitness Contests: Say "YES!" to the free Fitbit when you join the company, then join your

local BRX Fitbit contest for some healthy competition, prizes and most important, improved health!

Bagel Days: Bagels and shmears *for every employee, every Wednesday. Mangia!*

Employee Assistance Program: From estate planning and saving for college to stress management, this confidential, third party benefit provides free professional advice to employees and their families.

Employee Referral Program: Often the best employees come from the experts – you! To inspire referrals, we reward \$1,500 for each successful employee referral.

Commuter Benefits: Use pre-tax dollars to reduce your overall costs for public transportation to/from work.

Corporate Discounts: Savings on lots of items -- cell phone plans, general shopping, even charitable donations.

IMPORTANT: 1) *These are abbreviated descriptions of benefits and perks. Always refer to policies, plan documents, etc. for eligibility and other details.* 2) *Benefits and perks may be reviewed and adjusted at any time.* 3) *Medical/Rx/Vision, Dental, Flex Spending, Life Insurances and Disability renew annually on July 1st. Any changes will be noted prior to such date.*