



Benefits

AT A GLANCE

Paid Parental Leave > In support of family, birth mothers receive 12 weeks of 100% paid leave. Paternity/Adoption receives 4 paid weeks.

Family Forming Benefits > All Brixmor medical plans include benefits aimed at helping employees realize their dreams of parenthood. \$7,500 will be available each year with a lifetime cap of \$15,000. Similar financial assistance available for adoption.

Medical/Rx/Vision Coverage > Three choices of United Healthcare PPO plans, including an HSA option. All providing a superior level of benefits vs. national averages.

Dental > Administered through Delta Dental with access to one of the largest provider networks in the country.

Flexible Spending Accounts > Save an estimated 30% on qualified medical and dependent care expenses when you enroll in Flex Spending.

401(k) > Save for retirement with generous support. BRX matches 100% of the first 3% you contribute and 50% for the next 1%. Immediate vesting. Plan is administered by Charles Schwab.

Life Insurance > You are insured at no cost through Unum for an amount equal to your annual earnings up to a plan maximum. Purchase additional and/or dependent life insurance at 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 Unum.

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

Service Days > Up to two paid days per year to support our communities. Go solo or amp up the connectivity factor by asking colleagues to join you.

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 for any type of class or experience that helps you improve personally and/or professionally.

Big Brain Days > Leading experts from diverse fields present and discuss topics to engage and inspire your individual growth and ours as a team.

BRX Connect > Visit another Brixmor office with a planned professional development goal: experience another real estate function or work alongside with your extended network to enhance relationships.

Accident Insurance > Receive a benefit payment from Unum based on the type of injury and the type of treatment you need.

Critical Illness Insurance > Receive a lump sum benefit payment from Unum when diagnosed with a covered illness. Use the money however you want.

Book Club > Find and read any book that supports you in your growth plan or start a book club with your colleagues. Includes reimbursement for books.

Summer Fridays > Enjoy extra time with family, friends and pursuing what you love. Starting with Memorial Day weekend and ending on Labor Day weekend.

Talent Referral Program > Often the best employees come from the experts – you! To inspire referrals, we reward \$3,000 for each successful employee referral.

Flex Time > Improve your work/life balance with a commute that works for you. Available all year except on Summer Fridays.

Gym Benefit > One Pass Select provides access to thousands of Online classes and gyms nationwide.

Bagel Days > Bagels and shmeers for every employee, every Tuesday.

Meditation & Mindfulness > An archive of mindfulness sessions available via Brixnet. Access to the Calm Health app as part of Brixmor's UHC medical plans.

Birthday Perk > In celebration of you...take your birthday off!

Wellness Spending Account > Do what's right for you! Use your \$150 wellness allowance each year for eligible physical, mental, or financial wellness related products and activities.

Fitness Contests > Join your local BRX fitness contest for some healthy competition, prizes and most importantly, improved health!

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.

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. Refer to policies, plan documents, etc. for complete details. 2) BRX may review and adjust benefits and perks at any time. 3) Any changes to Medical/Rx/Vision, Dental, Flex Spending, Life Insurances and Disability will be noted in advance of annual renewals.