

2024 Benefits At A Glance

ahold
delhaize  USA



Company Paid Benefits

Benefit	Eligibility	Benefit	Eligibility
Vacation (PTO)	Accrual-based allocations throughout the year.	My Resources Every Day (Magellan EAP)	Immediate
Personal Holidays (PTO)	Accrual-based allocations throughout the year.	Health Advocate	Immediate
Civic Duty	Immediate	Tobacco Cessation	Immediate
Bereavement	Immediate	Basic Group Life Insurance	Immediate
Paid Parental Leave	Immediate	Short Term Disability	Immediate
Adoption and Surrogacy	After at least one year of continuous service as of the date of the event.	Long Term Disability	Immediate
Educational Assistance	Immediate based on full-time employment.	Accidental Death & Dismemberment Insurance	Immediate

The company and the associate contribute toward these benefits:

Benefit	Eligibility	Benefit	Eligibility
Medical/Prescription Drug Benefits	Immediate Spouse/domestic partners eligible for coverage from their own employer are not eligible for coverage. Coverage will be limited to the associate and eligible children only.	Dental Insurance	Immediate
		401(k) Retirement Savings Plan	If you are over 21, you can participate immediately. Otherwise, the date you reach age 21.



Remember that the benefit dollars deducted from your paycheck gain added value from the fact that in many cases they are withheld on a pre - tax basis and therefore lower your taxable income.

The company and the associate contribute toward these benefits:

Benefit	Eligibility	Benefit	Eligibility
Employer and associate funded account, if elected		Employer funded, if elected	
Health Saving Account (HSA)	Immediate	Health Reimbursement Account (HRA)	Immediate

Associate Paid Benefits

Benefit	Eligibility	Benefit	Eligibility
Supplemental Term Life Insurance	Immediate	Dependent Day Care Flexible Spending Account (DCFSA)	Immediate
Supplemental Accidental Death & Dismemberment Insurance	Immediate	Vision Insurance	Immediate
Supplemental Spouse/Domestic Partner Term Life Insurance	Immediate	Commuter Benefits	Immediate
Supplemental Child Term Life Insurance	Immediate	Voluntary Benefits	Immediate
Healthcare Flexible Spending Account (HCFSAs)	Immediate		



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