

BENEFITS ELIGIBILITY

At Advance Auto Parts, your benefits eligibility will depend on your Team Member status, as shown below.

Benefit	Benefits Eligibility Status		
	Full-Time (35+ hours) ¹	Part-Time with Medical ¹ (30-35 hours)	Part-Time (Less than 30 hours)
Medical / Pharmacy	✓	✓	
Health Savings Account[^] (if enrolling in \$2,850 Deductible Plan or \$4,500 Deductible Plan)	✓	✓	
Dental	✓	✓	✓
Vision	✓	✓	✓
Flexible Spending Accounts[^] - Dependent Care - Medical (\$900 Deductible Plan) - Combination (\$2,850 / \$4,500 Deductible Plans)	✓	✓	✓
Basic Life Insurance	✓		
Optional Life Insurance	✓	✓	✓
Short-Term Disability	✓		
Long-Term Disability	✓		
Employee Assistance Plan	✓	✓	✓
Business Travel Accident	✓	✓	✓
Universal Life Insurance	✓	✓	✓
Accident Insurance	✓	✓	✓
Critical Illness	✓	✓	✓
Hospital Indemnity	✓	✓	✓
Purchasing Power	✓†	✓†	✓†
Additional Benefits (Home and Auto Insurance, Pet Insurance, Legal and Identity Theft Protection)	✓	✓	✓
Commuter Benefits	✓‡		
401(k) Plan[^]	✓**	✓**	✓**
Employee Stock Purchase Plan (ESPP)	✓	✓	✓
Paid Parental Leave	✓*		

¹ Puerto Rico Team Members must work 35 hours or more to be eligible for Triple S medical, dental and vision benefits. Part-Time with medical eligibility status does not apply to Puerto Rico Team Members.

* Must be FMLA eligible.

** Team Members age 21 and older.

† Team Members who make \$16,000 or more per year and have at least 12 months of service.

‡ Full-Time Team Members (in California and New Jersey, both Full- and Part-Time Team Members are eligible).

[^]Not available to Team Members in Puerto Rico and the U.S. Virgin Islands