

HAGERTY

2021 Benefits Overview

U.S. Employees

“Enjoy the Ride” Benefits

		Eligibility
Automotive Enthusiast Certification Program	This program supports employees in their pursuit of automotive knowledge and experiences. Certification classes include: Automotive History, Automotive Industry Trends and Values, Engine Mechanics, Performance and Uniqueness, Automobile Makes and Models. What makes this program unique is the depth and breadth of the required trainings and recommended experiences. Our CEO holds a recognition ceremony for all employees who have passed the exam and personally awards them a certification pin.	Eligible on the first day of employment
Hagerty Drivers Club Membership	Employees are part of the Hagerty Drivers Club which offers unique automotive benefits and discounts. Membership features state-of-the-art roadside assistance, an award-winning magazine subscription, automotive discounts and members-only event access. Through inclusion in the HDC, employees receive discounts on Coker Tires, California Car Cover and \$50 toward DriveShare.	Eligible on the first day of employment
Auto Restoration Scholarships	This provides employees with a hands-on learning experience in automotive restoration that supports individual career goals and fosters greater automotive knowledge. Employees will learn auto restoration skills from expert instructors at McPherson’s college restoration facility.	Eligible on the first day of employment
Cars and Caffeine Events	A unique event for employees and local residents called “Cars and Caffeine” takes place every Friday morning during the summer months. Employees are encouraged to bring their classics, enjoy a cup of coffee and share the history, significance, and restoration information about their vehicle.	Eligible on the first day of employment
Hagerty Driving Experience	This offers employees the opportunity to learn the basics of operating a manual transmission vehicle and understand the unique aspects of classic cars—all while behind the wheel of vehicles from Hagerty’s car collection to include a 1930 Ford Model A, 1964 Ford Mustang, 1969 Chevrolet Camaro SS and other select Hagerty-owned vehicles.	Eligible on the first day of employment
Employee Classic Restoration Projects	Employees can participate in different stages of a classic vehicle’s restoration process at our own Hagerty Garage.	Eligible on the first day of employment
Collector Loan Discount Program	Hagerty partners with J.J. Best, which allows qualified US employees to obtain a special discount on collector car and boat loans.	Eligible on the first day of employment
Hagerty Driving Academy	Hagerty and Skip Barber Racing School have teamed up to offer the Hagerty Driving Academy—a series of events nationwide to teach safe, proficient driving skills, the art of shifting a manual and shares the excitement of being behind the wheel of fun cars.	Eligible on the first day of employment

Health Care

		Eligibility
Medical/RX	Two comprehensive medical and pharmaceutical care options are available to employees and their family members; a Traditional PPO or a High Deductible Health Plan with a Health Savings Account option. The cost of either of these plan options will be shared by employees and the company through payroll deduction.	First of the month following 30 days of employment
Health Care in Lieu	With proof of other medical coverage, a full-time employee may opt out of Hagerty's medical plan. In lieu of coverage, Hagerty will pay the employee \$50 per pay period as taxed income.	First of the month following 30 days of employment
Vision	A Vision care plan is provided for employees and their family members. The cost of this plan is shared by the employee and the company. This plan includes a \$300 annual allowance for glasses or contact lenses for each person on the plan.	First of the month following 30 days of employment
Dental	A dental care plan is provided for employees and their family members. The cost for this plan is shared by the employee and the company. Orthodontics are covered to a lifetime maximum of \$1500 per person.	First of the month following 30 days of employment
Flexible Spending Accounts	Medical and dependent care (child care) pre-tax flexible spending accounts are made available to all employees.	First of the month following 30 days of employment

Financial Protection & Planning

401(k) (Roth 401(k) also offered)	Hagerty provides a 401(k) plan with matching contributions. 100% company match on the first 4% of employee contributions. There is also opportunity for additional company contributions based on company business performance each year.	All regular full time employees who are at least 21 years of age; eligibility is the first of the month after 30 days of employment
Life Insurance	Company-paid, group term life insurance provides a benefit equivalent to one year's salary to the employee's beneficiary in the event that an employee should pass away while insured.	Eligible on the first day of employment
Short Term Disability	Company-paid short term disability insurance provides a percentage of lost wages up to a 13-week benefit for full-time employees who are unable to work due to illness or a non-work related injury.	First of the month following six months of full time employment
Long Term Disability	The company-paid long term disability insurance provides a percentage of lost wages for qualified medical leaves that extend beyond 13 weeks.	Eligible on the first day of employment
Voluntary Life Insurance (Optional)	Employees may purchase supplemental life insurance with the premium paid through taxed payroll deductions. If employee has enrolled in supplemental life, they may also add policies for spouse and child. Additional amounts may be added during open enrollment with evidence of insurability	Eligible on the first day of employment

Work/Life Balance

Eligibility

New Parent Benefit	New mothers receive 12 weeks paid maternity leave. Following this period, the employee may return with full compensation and benefits in a phased work schedule. Hagerty has a spousal leave program where new parents are entitled to 2 weeks of paid time off which can be used anytime within the first year of the birth or adoption of the child. Our Hagerty Wellness program offers a “Mom Series” and mentors to support our new and soon-to-be moms.	First of the month following six months of full time employment												
Car Seat Program	Hagerty supplies every new employee parent with a car seat. This is a taxed benefit.	Available to all regular full time employees												
Adoption Assistance	Hagerty will provide up to \$5,000 (per child) in the form of reimbursement for eligible adoption expenses.	First of the month following 30 days of full time employment												
Paid Time Off	Regular full-time and part-time employees are eligible for paid time off. Part-time employees accrue vacation hours based on the number of hours worked. All paid time off hours can roll over from year to year up to a maximum of 480 hours. The number of hours provided to each employee depends on the employee’s years of service as listed below:	All regular full time employees are eligible to use after 30 days of employment												
	<table border="1"> <thead> <tr> <th>Years of Service</th> <th>PTO Accrual</th> </tr> </thead> <tbody> <tr> <td>0–5</td> <td>120 hours per year (5 hours per pay period)</td> </tr> <tr> <td>5–10</td> <td>160 hours per year (6.67 hours per pay period)</td> </tr> <tr> <td>10–20</td> <td>200 hours per year (8.34 hours per pay period)</td> </tr> <tr> <td>20–25</td> <td>220 hours per year (10 hours per pay period)</td> </tr> <tr> <td>25+</td> <td>240 hours per year (11.67 hours per pay period)</td> </tr> </tbody> </table>	Years of Service	PTO Accrual	0–5	120 hours per year (5 hours per pay period)	5–10	160 hours per year (6.67 hours per pay period)	10–20	200 hours per year (8.34 hours per pay period)	20–25	220 hours per year (10 hours per pay period)	25+	240 hours per year (11.67 hours per pay period)	
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Holidays	<p>Hagerty provides the following 9 paid holidays:</p> <table border="1"> <tbody> <tr> <td>New Year’s Day</td> <td>Labor Day</td> <td>Christmas Day</td> </tr> <tr> <td>Martin Luther King Jr. Day</td> <td>Thanksgiving</td> <td>Employee Birthday</td> </tr> <tr> <td>Memorial Day</td> <td>Day after Thanksgiving</td> <td></td> </tr> <tr> <td>Independence Day</td> <td>Christmas Eve</td> <td></td> </tr> </tbody> </table>	New Year’s Day	Labor Day	Christmas Day	Martin Luther King Jr. Day	Thanksgiving	Employee Birthday	Memorial Day	Day after Thanksgiving		Independence Day	Christmas Eve		All regular employees are eligible as of their first day of employment
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Bereavement Leave	Hagerty provides up to 40 hours of paid time off in the event of a death in the employee’s immediate family.	Available to all regular full time employees												
Employee Assistance Program	Online resources and confidential consultations to help manage life’s challenges. Program includes up to five in-person counseling sessions with a licensed clinician, free legal and financial services, and wellness resources.	Eligible on the first day of employment												

Growth Mindset

		Eligibility
Hagerty U	Our main learning platform which provides experiences, trainings and forums that cultivate individual and organizational learning. Employees can participate in over 60 different programs that support their development in role-specific skills, collector car knowledge, core business practices, insurance, leadership and personal well-being.	Eligible on the first day of employment
Tuition Reimbursement Assistance	Hagerty will reimburse an employee for up to \$1,500 of tuition expense per year. Classes must be pre-approved and the employee must earn a minimum of a 'B' for reimbursement. This is a taxed benefit and approved application is required.	First of the month following 30 days of full time employment;
Community Service Benefit	Hagerty provides 16 hours of paid time off each calendar year for employees to provide community service to a not for profit organization.	All regular full time employees who have been employed for 30 days
Audible Membership	All employees receive a free membership to Audible Business where they can access books focused on leadership and growth mindset.	Eligible on the first day of employment

Wellness

Wellness Reimbursement	Hagerty offers an annual reimbursement to employees for use on wellness programs, such as: gym memberships, fitness classes, smoking cessation classes, weight watchers, etc. Reimbursement amount varies by state. This is a taxed benefit.	Eligible on the first day of employment
Event/Race Reimbursement	Hagerty will reimburse the registration or entry fees each year for up to 3 races or fitness events in which an employee participates. This is a taxed benefit.	Eligible on the first day of employment
Ironworks Gym	Fully-equipped fitness center at our largest office.	Eligible on the first day of employment

Additional Benefits

Overdrive	Our company recognition program, where managers and peers give points and shout-outs based on high performance in our core values. Points can be redeemed for gift cards, Hagerty swag and more.	Eligible on the first day of employment
Employee Events	Hagerty hosts employee events year-round, including Friday Foods each week during the summer, an annual family picnic, a holiday treats day and more.	Eligible on the first day of employment
Discounts	Local discounts are also available via a Traverse City Downtown Discount Card. Employees also receive discounts at Cavallino Cafe and can save 20% regularly priced products in the Shop at theshopbyhagerty.com. Hagerty employees receive a 15% monthly access discount to Verizon with an additional 3% if you choose paperless.	Eligible on the first day of employment