

HAGERTY®

2023 Benefits Overview

U.S. Team Members

Updated January 2023

“Enjoy the Ride” Benefits

Automotive Enthusiast Certification Program

This program supports team members in their pursuit of automotive knowledge and experiences. Certification classes include: Automotive History, Automotive Industry Trends and Values, Engine Mechanics, Performance, Car Care Clinic, Automobile Makes and Models. What makes this program unique is the depth and breadth of the required trainings and recommended experiences. We offer a recognition ceremony for all team members who have passed the exam and they are awarded a certification and pin.

Eligibility

Eligible on the first day of employment



Hagerty Drivers Club Membership

Team members 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, team members receive discounts on Coker Tires, California Car Cover and \$50 toward DriveShare.

Eligible on the first day of employment



Auto Restoration Scholarships

This provides team members with a hands-on learning experience in automotive restoration that supports individual career goals and fosters greater automotive knowledge. Team members 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 team members and local residents called “Cars and Caffeine” takes place every Friday morning during the summer months. Team members 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



Stick Shift 101

This offers team members 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



Team member Classic Restoration Projects

Team members 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 team members to obtain a special discount on collector car and boat loans.

Eligible on the first day of employment



Xtreme Xperience









Hagerty has partnered with Xtreme Xperience, the nation’s premiere supercar experience, to make the most exciting cars accessible to you. During this one of a kind opportunity, you’ll be partnered with a professional driving instructors and experience the adrenaline rush of racing a supercar on a track. This program operates at more than 40 tracks across the U.S. and is open to 500 employees annually.

Eligible on the first day of employment








Health Care

Eligibility















Medical/RX	Two comprehensive medical and pharmaceutical care options are available to team members 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 team members and the company through payroll deduction.	First of the month following 30 days of employment  
Vision	A Vision care plan is provided for team members and their family members. The cost of this plan is shared by the team member 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 team members and their family members. The cost for this plan is shared by the team member 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 team members.	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 team member contributions.	All regular full time team members 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 team member's beneficiary in the event that an team member 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 team members 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)	Team members may purchase supplemental life insurance with the premium paid through taxed payroll deductions. If team member 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

Parent Benefits	New mothers receive 12 weeks paid maternity leave. Following this period, the team member may return with full compensation and benefits in a phased work schedule. Hagerty has a spousal/partner leave program where the parent is entitled to 4 weeks of paid time off which can be used anytime within the first year of the birth.	Following 6 months of employment 												
Car Seat Program	Hagerty provides new team member parents with a \$150 reimbursement towards a car seat. This is a taxed benefit.	Available to all regular full time team members 												
Adoption Assistance	Hagerty will provide up to \$5,000 (per child) in the form of reimbursement for eligible adoption expenses. This is a taxed benefit.	First of the month following 30 days of full time employment 												
Paid Time Off	<p>Regular full-time and part-time team members are eligible for paid time off. Part-time team members accrue PTO hours based on the number of hours worked per week. All paid time off hours roll over from year to year up to a maximum of 480 hours. The number of hours provided to each team member depends on the team member's years of service as listed below:</p> <table border="1" data-bbox="373 850 1161 1092"> <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 (8.33 hours per pay period)</td> </tr> <tr> <td>20-25</td> <td>240 hours per year (10 hours per pay period)</td> </tr> <tr> <td>25+</td> <td>280 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 (8.33 hours per pay period)	20-25	240 hours per year (10 hours per pay period)	25+	280 hours per year (11.67 hours per pay period)	All regular full time team members are eligible to use after 30 days of employment; part time PTO accrual is based on hours worked per week  
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Holidays	<p>Hagerty provides the following 10 paid holidays:</p> <table border="1" data-bbox="373 1186 1209 1344"> <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>Team member 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	Team member Birthday	Memorial Day	Day after Thanksgiving		Independence Day	Christmas Eve		All regular team members are eligible as of their first day of employment; part time paid at 4 hours per holiday  
New Year's Day	Labor Day	Christmas Day												
Martin Luther King Jr. Day	Thanksgiving	Team member Birthday												
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Bereavement Leave	Hagerty provides up to 24-40 hours of paid time off in the event of a death in the team member's extended or immediate family.	Available to all regular full time team members 												
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    												
Caregiver Time Off	Caregiver time off is a paid time off benefit that allows for team members to care for family members; spouse, parents, children, stepparents, stepchildren or other close relatives. Regular full-time team members receive 40 hours and regular part-time team members receive 20 hours of Caregiver time off per calendar year.	Eligible to use after 30 days of employment  												

Growth Mindset

Hagerty U

Our main learning platform which provides experiences, trainings and forums that cultivate individual and organizational learning. Team members 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.

Eligibility

Eligible on the first day of employment



Tuition Reimbursement Assistance

Hagerty will reimburse an team member for up to \$1,500 of tuition expense per year. Classes must be pre-approved and the team member must earn 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 for full time team members—and 8 hours of paid time off for part time team members—per calendar year to provide community service to a not for profit organization.

All regular full time team members who have been employed for 30 days



LinkedIn Learning

LinkedIn Learning is an educational platform that helps you discover and develop a variety of skills through expert-led course videos. You will have access to extensive, personalized, bite-sized video-based learning 24/7 to support your personal and professional growth.

Eligible on the first day of employment



Wellness

Wellness Reimbursement

Hagerty offers an annual reimbursement to team members for use on wellness programs, such as: gym memberships, fitness classes, smoking cessation classes, weight watchers, etc. Reimbursement amount varies by state and hours worked. 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 team member participates. This is a taxed benefit.

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. Redemptions are taxed.

Eligible on the first day of employment



Referral Program

Hagerty is always looking for good people to join our talented team, and you can help. If you know someone who would be a good addition to Hagerty, you may be awarded a referral bonus of \$500.00 USD if you refer a candidate and they are hired. Team members must refer candidates through the team member referral process in Workday. Please reference the Referral Program on Gearbox for further details.

Eligible on the first day of employment

