



# Welcome to Ally's Total Rewards.

Our comprehensive employee benefits program is designed for you to live your best life at work, home, and everywhere in between.

## Highlights:

### Paid time off.

- 11 Paid Holidays
- 20 Paid Time off Days<sup>1</sup>
- 8 Hours Volunteer Time Off, Yearly

### Medical plans.

- 3 Medical Plans to Choose From
- Up to **\$750** or **\$1,500** HSA Contributions with the Consumer Plans<sup>3</sup>
- Potential to earn up to **\$500** in Well-being rewards

### Education assistance.

- Tuition Reimbursement up to **\$10,000** per year
- **\$100** per month in Student Loan Assistance<sup>4</sup>
- **\$100** per month contribution to 529 Education Savings Plan<sup>4</sup>

### Family planning.

- 12 Weeks Paid Parental Leave<sup>2</sup>
- 2 Weeks Paid Caregiver Leave<sup>2</sup>
- 30 Back-up Child or Adult Care Days
- Adoption & Surrogacy Assistance up to **\$35,000**<sup>5</sup>
- 2x Salary Life Insurance

### Retirement plans.

- **2%** 401k Company Retirement Contribution
- 401K Match up to **6%**<sup>2</sup>
- Up to **2%** 401K Company Discretionary Contribution
- **15%** discount on Ally stock through Employee Stock Purchase Plan
- **#ownit** discretionary Annual Equity Grant

<sup>1</sup> Prorated based on start date.

<sup>2</sup> After one year of employment.

<sup>3</sup> Opportunity for additional \$250/\$500. Contribution based on annual base salary and prorated based on benefit start date.

<sup>4</sup> \$10,000 lifetime max.

<sup>5</sup> \$35,000 per instance, up to 2 instances.