

# Welcome to Ally's Total Rewards.

We've designed our comprehensive employee benefits program for you to live your best life at work, home, and everywhere in between.

## Highlights.

### Yearly paid time off.

- **11** paid holidays
- **20** Paid Time Off days (prorated based on start date)
- **8** hours Volunteer Time Off

### Medical plans.

- **3** medical plans to choose from
- Up to **\$750** or **\$1,500** HSA contributions with the Consumer Plans<sup>1</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 or Student Loan PayDown Assistance (\$10,000 lifetime max)
- **\$100** per month contribution to the 529 Education Savings Plan (\$10,000 lifetime max)

### Family planning.

- **12** weeks paid parental leave after one year of employment
- **2** weeks paid caregiver leave after one year of employment
- **30** child or adult care days
- Adoption & surrogacy assistance up to **\$35,000** per instance, up to 2 instances
- **2x** Salary Life Insurance

### Retirement plans.

- **2%** 401(k) company retirement contribution
- 401(k) match up to **6%** after one year of employment
- Up to **2%** 401(k) company discretionary contribution
- **15%** discount on Ally stock through the Employee Stock Purchase Plan
- **#ownit** discretionary annual equity grant

<sup>1</sup> Opportunity for additional \$250/\$500. Contribution based on annual base salary and prorated based on benefit start date