



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 Days¹
- 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 Plans³
- Potential to earn **\$500** in Well-Being Rewards

Education assistance.

- Tuition Reimbursement up to **\$10,000** per year
- **\$100** per month in Student Loan Assistance⁴
- **\$100** per month contribution to 529 Education Savings Plan⁴

Family planning.

- 12 Weeks Paid Parental Leave²
- 2 Weeks Paid Caregiver Leave²
- 30 Back-up Child or Adult Care Days
- Adoption & Surrogacy Assistance up to **\$35,000**
- 2x Salary Life Insurance

Retirement plans.

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

¹Prorated based on start date

²After one year of employment

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

⁴\$10,000 lifetime max