ELIGIBILITY AND ENROLLMENT - US ONLY

The benefits available to you depend on your classification:

- Full-Time employee: scheduled to work at least 30 hours per week on average
- Part-time employee: scheduled to work fewer than 30 hours per week on average
- Part-Time/Variable Hour employees: scheduled to work a variable number of hours such that 7-Eleven measures your average hours worked over a 12-month period to determine if you will be eligible for full-time or part-time benefits for the following year. Employee classifications are re-evaluated each year prior to Open Enrollment, based on average weekly hours worked. Sales Associates are considered Part-Time/Variable Hour employees

For newly hired and rehired employees

Classification	When hired	1st of the month following 60 days from date of hire/rehire	90 days after date of hire/rehire
Full-Time Non-Store (exempt, non-exempt, hourly) **Full-Time Store Management**	• EAP • Bright Horizons	• Medical • Dental • Vision • Savings and spending accounts • Basic life insurance • Basic AD&D insurance • Basic long-term disability • Basic short-term disability/ salary continuation • Supplemental life insurance • Supplemental AD&D insurance • Supplemental long-term disability buy-up • Voluntary benefits	• 401(k) Plan
Full-Time Store Hourly (except Local 917) **Part-Time/ Variable Hour**	• EAP • Bright Horizons	• Medical • Dental • Vision • Savings and spending accounts • Basic life insurance • Basic AD&D insurance • Supplemental life insurance • Supplemental AD&D insurance • Voluntary benefits	• 401(k) Plan • Basic long-term disability • Supplemental short-term disability • Supplemental long-term disability buy-up

For newly eligible employees

Classification	Change in eligibility effective date	1st of the month after change in eligibility	90 days after change in eligibility
Full-Time Non-Store (exempt, non-exempt, hourly) **Full-Time Store Management**	• Medical • Dental • Vision • Basic life insurance • Basic AD&D insurance • Basic long-term disability • Basic short-term disability/ salary continuation • Supplemental life insurance • Supplemental AD&D insurance • Supplemental long-term disability buy-up • Voluntary benefits • EAP • Bright Horizons	• Savings and spending accounts	• 401(k) Plan
Full-Time Store Hourly (except Local 917) **Part-Time/ Variable Hour**	• Medical • Dental • Vision • Basic life insurance • Basic AD&D insurance • Supplemental life insurance • Supplemental AD&D insurance • Voluntary benefits • EAP • Bright Horizons	• Savings and spending accounts	• 401(k) Plan • Basic long-term disability • Supplemental short-term disability • Supplemental long-term disability buy-up

You can enroll in the benefits available to you during these windows:

Event	Enrollment/eligibility window
You are newly hired, rehired or newly eligible for benefits	1st of the month following 60 days from your date of hire/rehire and 1st of the month following your newly eligible date.
You have a qualifying family status change (such as marriage or the birth of a child)	Within 30 days of your life event
You become disabled	• Short-term disability/salary continuation begins after you have been absent from work for more than seven consecutive calendar days due to a personal illness or injury • If your illness or injury lasts more than six months, you may be eligible for long-term disability