

Welcome to



We are excited to have you on our team and can't wait to work together! Our goal is for you to have a smooth transition and to feel at home from the start.

WHAT TO EXPECT

As with all transitions, you can expect a handful of changes to your benefits. We want to minimize disruptions as much as possible during this process. This is what you can expect:

- Your current medical, dental, vision, life and disability benefits will remain through the end of August, and you will transition to [REDACTED] benefits effective September 1, 2020.
- Your current 401(k) account will be closed and there will be a transition opportunity to enroll in and roll over funds to the [REDACTED] 401(k) plan.
- Keep an eye out for more information on these benefit enrollment opportunities.

BENEFITS YOU SHOULD KNOW

Here at [REDACTED], we stand for the whole person. We strive to elevate our employee experience through a flexible suite of health, wealth and other benefits that support our people to live their best selves, at every stage of their life. As someone new to the [REDACTED] team, we want to make sure you are aware of these benefits, which will be effective from day one:

- **Parenthood Benefits** Eligible employees are entitled to paid leave (in addition to any disability coverage) for the birth or adoption of your new child.
- **Employee Share Purchase Plan (ESPP)** You can contribute 3%, 6% or 9% of your base pay, and lululemon will match 33% of your contribution.
- **Employee Discounts** You'll get discounts shopping both online* and in store at [REDACTED]. Full-time employees receive 60% and part-time employees receive 40% off regularly priced items, and everyone receives 75% off markdown items.

*Some exclusions apply. It takes approximately two weeks for your online discount to become active.



Questions?

You can learn more about our benefits by checking out:

- **Benefits Overview** (for a quick summary)
- **Benefits Guide** (to dive into the details)

If you have any questions, don't hesitate to reach out to HR.

