

WELL-BEING AND BEYOND

UScellular® supports you the same way that you support customers because everyone wins when you are at your best. We empower associates to own their personal and professional well-being and provide the resources to achieve them.

UScellular extends all benefits to spouses/domestic partners, as well as eligible children of domestic partners and your dependents.



Because your health and well-being are important, we offer plans like medical, dental, and vision to associates from day one.



MEDICAL

All associates are eligible for medical plans on day one! We offer two BlueCross BlueShield of Illinois PPO plans. BlueCard features a low deductible and copays. BlueEdge has a higher deductible, but lower cost, and also includes a Health Savings Account. We also offer an HMO Plan from Group Health Cooperative in Wisconsin. The HMO plan requires that you use their network of doctors. All plans provide 100% coverage for in-network preventive care!



DENTAL

Associates scheduled to work 20 or more hours per week are eligible for our dental plan from Delta Dental on day one which includes 100% coverage for in-network preventive care like routine exams and x-rays.



VISION

Our vision plan from VSP is available to associates scheduled to work 20 or more hours per week on day one! The plan has coverage for a yearly eye exam, glasses and contacts, and a discount for laser vision correction.



SHORT- AND LONG-TERM DISABILITY

In addition to sick days, associates scheduled to work 30 or more hours are eligible for Short-Term (STD) and Long-Term Disability (LTD) coverage at no cost. Eligible associates become eligible for STD coverage after six months of service and LTD if disabled from working for over six months.



LIFE INSURANCE/ACCIDENTAL DEATH AND DISMEMBERMENT

A Basic Life Insurance and Accidental Death & Dismemberment (AD&D) plan equal to 1x your annualized salary with a minimum of \$30,000 is available to associates scheduled to work 20 or more hours on day one! Associates can also purchase additional Life Insurance/AD&D for themselves, up to 10x annualized salary, and purchase Life Insurance for their spouse/domestic partner and dependent children.



FLEXIBLE SPENDING ACCOUNTS (FSAs)

Associates can set aside pre-tax dollars to cover qualifying expenses tax-free! The Health Care FSA is available for our associate's and their qualifying family members' health needs and the Dependent Care FSA is available for childcare and Eldercare needs. Associates scheduled 20 or more hours per week are eligible for the FSAs on day one.

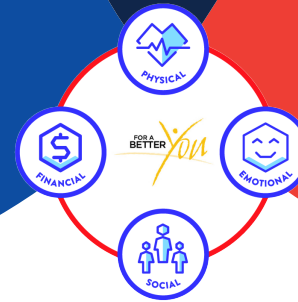


401(k) PLAN AND PENSION PLANS

All associates aged 18 or older become eligible for our 401(k) and Pension plans to prepare for a financially secure retirement. Eligibility for our 401(k) plan occurs on an associate's 31st day of employment with the option to make pre-tax or Roth (after-tax) contributions. UScellular matches 100% on the first 3% associates contribute each payday and 40% on the next 2%. New associates can become eligible for our Pension Plan after one year of service which is 100% company-funded with at least a 3% annual contribution based on eligible income.

WELL-BEING AND BEYOND

UScellular® is committed to offering a comprehensive well-being program for our associates. A customizable range of benefits is provided to meet the needs of what's important to you. Ready to take control of your physical health, your financial future, and personal growth? We have your back.



CONFIDENTIAL ASSISTANCE

GuidanceResources is available to all associates at anytime to help them and their families find support with everyday challenges that affect work, health, and family at no cost.



BUSINESS-CASUAL DRESS

When you're comfortable, confident, and relaxed, so are our customers!



HYBRID WORK MODEL

Our work model recognizes that different parts of the business demand different working arrangements. Our model maximizes teamwork and collaboration while providing the working environment that best suits and serves our associates and customers. Our *On Purpose, For a Purpose* model is an exciting evolution in the way we work at UScellular. It establishes guidelines for work remotely, on-site, or some combination of each based on their roles and responsibilities.



PAID TIME OFF

Associates are eligible to receive excellent time off benefits to relax and refresh:

- Full-time associates working 30 or more hours per week accrue up to 15 vacation days per year during their first three years of service (20 days after three years and 25 days after 10 years) and accrue up to six sick & care-giver days each year
- Part-time Associates scheduled to work 20 – 29 hours per week accrue up to 12 vacation days per year during their first three years of service (16 days after three years and 20 days after 10 years) and accrue up to four sick & care-giver days each year
- All associates scheduled to work 20 or more hours receive seven paid national holidays and one floating holiday



PAID PARENTAL LEAVE

UScellular provides six weeks of paid parental leave to associates scheduled to work 20 or more hours per week with six or more months of service when growing their family by birth or adoption!



ADOPTION ASSISTANCE

Associates with three months of service become eligible for financial assistance of up to \$10,000 in qualifying expenses per adoption.



CHILDCARE, ELDER CARE, AND PET-CARE ASSISTANCE

Associates have free premium access to Care.com, the world's largest network of care providers. Pet Insurance is also available from MetLife to ensure financial protection when furry family members have unexpected illnesses and injuries.



EDUCATION ASSISTANCE PROGRAM

Tuition reimbursement is offered for coursework for eligible degree programs at accredited colleges and universities.

Associates become eligible after three months of service.

Associates scheduled to work 30 or more hours per week receive 100% tuition reimbursement and associates scheduled to work 20 – 29 hours per week receive 60% tuition reimbursement. There is an annual limit of \$9,000 for undergraduate programs and \$12,000 for graduate programs.



ASSOCIATE PHONE PROGRAM AND ACCESSORY DISCOUNTS

Associate access to the products and services that UScellular offers is essential for the company's success! Associates who live in-market, where UScellular has stores, enjoy savings on service for business and personal needs. Associates who live out-of-market, where UScellular does not sell, are eligible for a monthly allowance to cover business-related expenses they incur on their personally owned cellular devices.



ASSOCIATE SUPPORT FUND

UScellular and our associates fund a program that provides emergency relief for associates facing a financial hardship resulting from a qualifying disaster or personal need.



BUILDING BETTER COMMUNITIES & ASSOCIATE MATCHING PROGRAM

To have a positive impact on the communities in which we live and serve, UScellular will help you find volunteer opportunities. UScellular will also match associate financial contributions to qualifying nonprofit organizations, up to \$2,500 per associate or \$250,000 per year.



METLIFE LEGAL PLAN

Associate can purchase legal coverage from MetLife during their first month of employment for access to a national network of attorneys for a variety of legal needs.



AND MUCH MORE!

We also provide discounted auto and home coverage and discount programs.

This document provides a general overview of benefits available to UScellular associates. If information in this brochure and the SPDs/Plan Documents disagree, the Summary Plan Descriptions/Plan Documents shall govern. The Company reserves the right to change or terminate all or any part of the benefit plans at any time.