



# Benefits Highlights

Our benefits cover you, your loved ones, your career and your future. Here are a few highlights that set Ace's benefits apart from other companies.

## Award-Winning Workplace



Ace is a great place to work, but don't just take our word for it. We were named one of the Top 100 Workplaces in Chicago for 2014, 2016, 2017 and 2018. We were also an elite winner for Chicago's Best and Brightest Award.

## Meaningful Work



As an Ace employee, you're contributing to the success of thousands of small business owners — our retailers. In turn, our retailers are creating jobs, delivering award-winning customer service and giving back to their communities.

## Helpful Means More



At Ace, being the helpful place also means helping those in need. Since 1991, Ace has been a proud partner of Children's Miracle Network Hospitals. Our employees have multiple opportunities to participate in fundraising events throughout the year.

## Tools to Build Your Career



Loving what you do doesn't mean you want to do the same thing forever. That's why Ace offers tuition reimbursement and skill-building classes, plus robust leadership programs for both current and future leaders.

## Remarkable Retirement Plan



We know saving for retirement can be tough, so Ace contributes to your 401(k) plan in three different ways — a guaranteed 4% quarterly contribution, an annual contribution based on company performance and a match up to 1%.

## Baby-Bonding Time



If you become part of the Ace family, we'll help you take care of your family. Eligible moms and dads can receive up to four weeks of paid leave to care for a newborn or newly adopted child.

## Enticing Incentives



At Ace, "Winning" is one of our values. We win with and through our people. Our competitive incentive program offers high impact rewards for high impact results.

## Dress for Your Day



Yeah, we think hardware and denim go hand-in-hand. So unless your schedule calls for business casual, you can enjoy wearing jeans and skip the trip to the dry cleaners.

# More Great Benefits

Comprehensive medical coverage

Prescription drug coverage

Vision coverage

Dental coverage

Domestic partner coverage

Life insurance

Leave of absence programs

Short-term disability/salary continuation

\$10K adoption assistance

Long-term disability

Healthcare and dependent care flexible spending accounts

Employee assistance program

Flexible work hours

Product discounts from our warehouses

Children's Miracle Network events

On-site wellness events

Tuition assistance

Facilitator-led courses

On-site computer classes

Self-study programs

Computer-based training

and...

## Depending on the location, you'll also enjoy other perks like:

Dry cleaning services

On-site oil changes/car maintenance

On-site shipping services

On-site ATM

On-site cafeteria with hot breakfast and lunch

Game room

Join our great team and learn more about Ace Hardware

