

## BENEFITS ARE MORE THAN JUST A CHECKLIST

They give you peace of mind, help you protect you and your family financially, plus give you a few cool perks you hadn't thought of before.

We've got you covered. Benefits eligibility may vary based on where you work and your position. Read on to learn more!



### HEALTH CARE

At Designer Brands, we offer robust healthcare plans including medical, prescription, vision, 24/7 telemedicine coverage and dental. Transgender benefits are also covered! On top of all that, we offer a health care concierge to simplify your benefits and provide an enhanced experience when you need care or have healthcare questions.



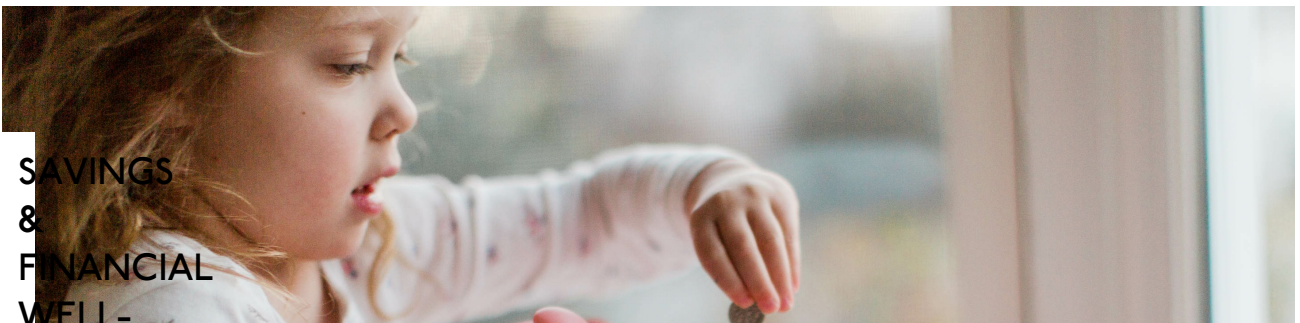
### FAMILY PLANNING AND SUPPORT

You are family at Designer Brands, and we are here for you and your growing family to provide inclusive benefits for every unique path to parenthood. We offer fertility benefits, a maternity management app and coaching, adoption assistance and counseling, and paid parental leave for both moms and dads in the event of childbirth, adoption, or a foster event.



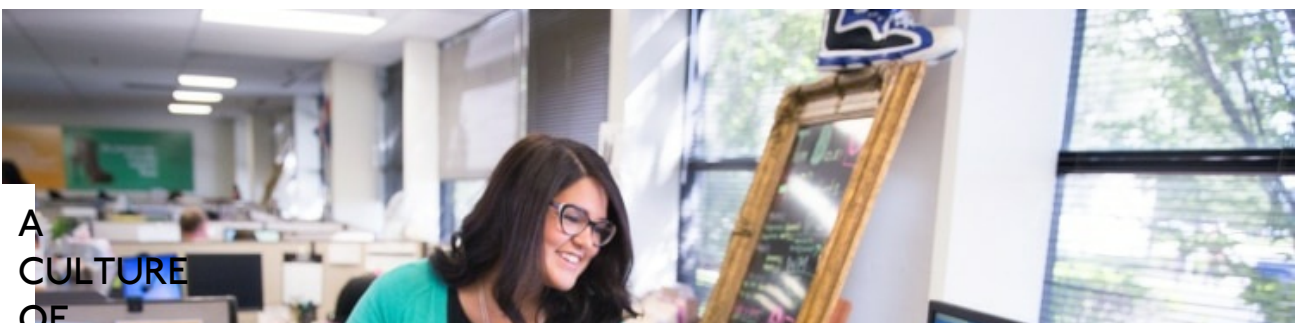
## PEACE OF MIND

Life can be unpredictable, and we're here to support you wherever it takes you. Designer Brands offers various paid and unpaid leaves of absence, including company-paid short-term disability. Long-term disability and life insurance also protect you and your family's financial security. Additionally, you and your family have free unlimited, confidential 24/7 support available through our Employee Assistance Program to speak with licensed counselors, work/life specialists, legal and financial assistance, and more.



## SAVINGS & FINANCIAL WELL- BEING

Designer Brands offers a competitive 401(k) retirement savings plan, and our company match = free money for you! On top of that, we offer financial well-being tools whether you're trying to pay off debt, plan for the future, protect your identity or just save for a rainy day. Accident, critical illness, and hospital indemnity insurance options provide you cash benefits for added protection. We also offer a variety of pre-tax accounts that you can use to pay for healthcare, dependent care, and commuter expenses!



## A CULTURE OF LEARNING

We believe in helping you own your development and achieve your professional goals. We invest in you through our Tuition Reimbursement program, our Learning Team, and through our partnership with a university to help make your dollars go even further. Your family members are eligible for benefits with our university partnership, too!



FIND  
YOUR  
FIT

We're committed to celebrating our diversity and leading with an inclusive mindset. Inclusion means we have many voices at the table, with every perspective adding to the dialog. Through this work, we inspire authenticity and empowerment to drive the best experience for our associates, customers, and communities. Associate-driven groups organize around a shared interest or common diversity dimension which foster an inclusive and engaging work environment. We have groups supporting millennials, female leadership, people of color, the LGBTQ+ community, working parents, and more.



## UP YOUR SHOE GAME

Working here is a shoe-aholic's dream. Our associates love DSW's vast assortment of shoes and accessories just as much as they love working for Designer Brands. As an associate, you and your eligible family members can get a 30% discount off DSW and dsw.com merchandise.



## MORE SAVINGS

Get in, we're going shopping. All associates get access to an exclusive network of discounts including cell phones, travel, grocery, gyms, tickets and more. It gets even better than that! Designer Brands associates also save with our friends at American Signature, Value City, American Eagle and Aerie!



## WORK HARD, PLAY HARD

We are a high-powered team and Designer Brands celebrates and rewards our exceptional associates through recognition & service awards. We offer competitive Paid Time Off (PTO), and Paid Holidays to our associates because we know that work-life balance is crucial to success and maintaining our unique culture. Depending on your location, even more great perks await!

DESIGNER BRANDS

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PRIVACY POLICY

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TERMS AND CONDITIONS

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CALIFORNIA PRIVACY NOTICE

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CANDIDATE FAQs

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Designer Brands believes that all persons are entitled to equal employment opportunities. We do not discriminate against any protected class including race, color, religion, religious creed, gender, sex, national origin, age, physical disability, mental disability, medical condition (defined as genetic information or impairments related to cancer), ancestry, marital status, family care leave, military and veteran status, citizenship status, sexual orientation, gender identity, gender expression, genetic information, or based on any protected category under federal, state, or local laws. Designer Brands also makes reasonable accommodations for qualified applicants and associates with disabilities unless doing so creates an undue hardship, in accordance with all legal requirements. Any applicant requiring a reasonable accommodation during the application process or applicant who requires an accommodation to perform the essential functions of the job should request for accommodations by asking to speak with a Store Manager, District Manager, and Regional Director, or by contacting Reasonable Accommodations at [ReasonableAccommodations@designerbrands.com](mailto:ReasonableAccommodations@designerbrands.com). Designer Brands will work with the individual to attempt to identify a reasonable accommodation that will not impose an undue hardship on Designer Brands. For any inquiries related to the hiring process, please reach out to [talentacquisition@hr.designerbrands.com](mailto:talentacquisition@hr.designerbrands.com). © 2021 Designer Brands Inc. All rights reserved.