













Your eligibility for rewards depends on your status (full-time or part-time), length of service, and position within the Company. See the grid below for more details on the rewards you're eligible for and how to enroll if you qualify.

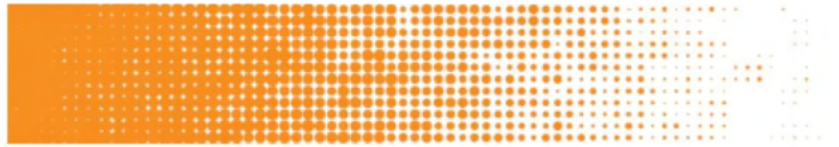
Reward	Who's Eligible	What it is	Timing	Where to go for more details
<b>BlueCrewBucks Profit-sharing Plan</b>	 Hourly, non-incentive  Eligible employees	Best Buy's way of rewarding employees with cash when their location meets or exceeds 103% net operating profit goal.	Quarterly	eGO > My Pay & Taxes > Incentive Pay & Bonuses > BlueCrewBucks Profit Sharing Program
<b>Employee Discount</b>	 All employees 	Allows you to purchase products and services at a discounted price.	*First of the month following 30 days of employment.	eGO > My Benefits & Time Off > Other Benefits > Employee Discount
<b>Medical, Dental, Vision, Prescriptions, Short Term and Long Term Disability, Life and Flexible Spending Accounts</b>		A variety of health coverage options to aid in your well-being and quality of life.	1st of the month after 60 days of continuous employment for new hires and change in status; Annual Enrollment in February.	eGO > My Benefits & Time Off > Health Benefits and Insurance  from home <a href="http://www.eGOfromAnywhere.com">www.eGOfromAnywhere.com</a> or <a href="http://www.mybbyrewards.com">www.mybbyrewards.com</a> > Health & Welfare Benefits
<b>401(k)</b>	 ≥ 18 years old ≥ 32 hours per week ≥ 60 days of continuous employment  ≥ 18 years old 32 hours per week and have completed ≥ 1,000 hours of service in a 12-month service period	Best Buy's Retirement Savings Plan. Best Buy will match dollar-for-dollar up to the first 3% of the pay you choose to save. Then, get a 50 cent match on the next 2% of pay you save. That's free money for saving!	Eligible employees are automatically enrolled in the program after 1 year of service unless they opt out.   Can enroll after 60 days of continuous employment;   Enroll after working 1,000 hours in a 12-month service period.	eGO > My Benefits & Time Off > Wealth Benefits > 401(k) Savings Plan  from home <a href="http://www.eGOfromAnywhere.com">www.eGOfromAnywhere.com</a> or <a href="http://www.mybbyrewards.com">www.mybbyrewards.com</a> > My 401(k) Savings
<b>Employee Stock Purchase Plan (ESPP)</b>	 Can enroll after 60 days of continuous  active employment	You can buy Best Buy stock at a minimum 15% discount.	Enroll in March and September (ESPP Periods are Oct. – Apr. and Apr. – Oct.).	eGO > My Benefits & Time Off > Wealth Benefits > Employee Stock Purchase Plan (ESPP)  from home <a href="http://www.eGOfromAnywere.com">www.eGOfromAnywere.com</a> or <a href="http://www.mybbyrewards.com">www.mybbyrewards.com</a> > My Stock (LTIP) & Employee Stock Purchase Plan (ESPP)
<b>Tuition Assistance</b>	 After you have completed six months of continuous service	Tuition reimbursement of eligible costs, up to \$3500 for undergrad and \$5250 for grad-level course work.	Apply before class starts.	eGO > My Benefits & Time Off > Other Benefits > Tuition Assistance Program  from home <a href="http://www.mybbyrewards.com">www.mybbyrewards.com</a> > My Tuition Assistance
<b>Brad Anderson Legacy Stock Award Program</b>	All employees who are not LTI eligible	Restricted stock awards for employees who have made extraordinary business contributions while exemplifying the very best of our values.	Annual	eGO > My Benefits & Time Off > Wealth Benefits > Brad Anderson Legacy Stock Award Program

 = Full-Time Employee     = Part-Time Employee

\*Waiting period waived during holiday (day after Thanksgiving thru December 31).

# BeRewarded

Pay, Benefits & More.



## WHY Best Buy?

### stock and wealth benefits

- Employee Stock Purchase Plan – your opportunity to own the store
- 401(k) – never too early to start saving!
- Brad Anderson Legacy Stock Award

### base pay ...this is just the beginning

- Merit increases
- Promotions
- New jobs

### fun work environment

- Performance development – track how you're doing
- Viewpoint Survey – we REALLY CARE what you think
- Innovation

### more \$\$\$

- Short-term Incentives (STI); for management and sups
- BlueCrewBucks Profit-Sharing Plan/Cost to Serve Contests

### health benefits

- Health/Dental/Vision
- Prescriptions
- Life & Disability Insurance
- Flexible Spending Accounts

Full-time employees



### generous employee discount

Vendor accommodations, too!

### learning and development

- New Employee Training
- Ongoing eLearning
- Learn & grow in your job



### other benefits

- Employee Assistance Program
- Employee Business Networks (EBNs)
- Adoption Assistance
- Diverse workforce

### tuition assistance

Get reimbursed for classes, books and more.

Full-time employees

### time off

- Vacation Time
- Absence Time
- Personal Holidays
- Company Holidays
- Leaves of Absence
- Gift of Time

### community involvement

- Special events
- Company matches contribution to the causes you support

### contests

A variety of contests where you can win cool stuff!



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[www.mybbyrewards.com](http://www.mybbyrewards.com)

1-866-MY-BBY-HR

