

PERKS



2026 

TEAM MEMBER PERKS GUIDE

OUR MISSION:

“ TO IMPROVE THE HEALTH
AND ECONOMIC VITALITY
OF THE COMMUNITIES
WE SERVE ”



WELCOME

At The Sports Facilities Companies, our Team Members are at the heart of everything we do. We pride ourselves on fostering a vibrant and supportive culture that encourages growth, collaboration, and innovation. Our commitment to our team is reflected in the numerous perks we offer, designed to enhance both personal and professional well-being. From an Employee Assistance Program (EAP) to discounts on tuition, we ensure our Team Members have the resources and support they need to thrive. Join us and be a part of a company that truly cares about your success and happiness.

OUR VALUES

At The Sports Facilities Companies, our core values are the foundation of everything we do. We prioritize accountability, ensuring that each team member takes responsibility for their actions and contributions. Collaboration is key to our success, as we believe that working together leads to the most innovative solutions. We strive for excellence in all our endeavors, continually pushing the boundaries to achieve the highest standards. Lastly, service to others is at the heart of our mission, driving us to positively impact our communities and clients. These core values guide us as we build extraordinary experiences and lasting relationships.

DISCLAIMER:

Some employee perks are only available to Team Members who are 18 years of age or older.



SFC 360

TEAM WELLNESS

OUR MISSION AT SFC IS TO IMPROVE THE HEALTH AND ECONOMIC VITALITY OF THE COMMUNITIES WE SERVE – THAT STARTS WITH YOU!

»» Weekly Tips For All Your Wellness Needs

Check out Paylocity Community each week for wellness tips centered around your physical, mental, financial, and professional wellness.

»» Monthly Professional Wellness Trainings

Each month leaders across the organization are invited to a live professional development training.

»» Ongoing Trainings in Paylocity

Through the Paylocity Learning Management System (LMS), SFC offers a variety of trainings aimed at strengthening safety, leadership, and other professional skills.

»» High Performance Leadership

Emerging leaders throughout SFC are nominated to participate in an extensive leadership development program.

»» Access to Catalyst Network

Engage with leaders in diverse industries and open the door to innovative strategies, problem-solving approaches, and emerging trends you may not encounter in your current network.



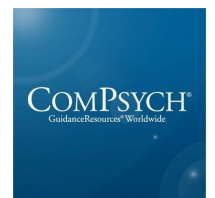
paylocity



Catalyst



VOYA
FINANCIAL



GoodRx

wisely
by ADP



Be prepared for life's expenses.

We can help you save for the unexpected!



Put Savings on Auto Pilot

Automatically set aside a portion of your pay in a savings envelope with the myWisely[®] app.



Access Your Money – Anytime.

Your money is accessible on your card and in the myWisely app, anytime. It goes with you even if you change jobs.



Pay No Hidden Fees.²

There are no fees on your everyday purchases and no annual or minimum balance fees.

Sign up for Wisely today!

Talk to your Payroll Department.

Take control of your financial life. Afford yourself every advantage.[™]

Did you know that 56% of Americans can't cover a \$1,000 emergency expense without borrowing? Common surprise costs—like car repairs (average \$500–\$600), medical bills (average \$1,200), or a broken appliance (average \$400)—can add up fast. Setting aside even a small amount of money each paycheck can help you stay prepared and stress-free when life throws you a curveball.

With a Wisely[®] digital account¹ you can build a savings safety net to help you stay prepared.



¹ The Wisely card is a prepaid card. References to a digital account refer to the management and servicing of your prepaid card online digitally or through a mobile app. The Wisely card is not a credit card and does not build credit.

² The Wisely card does not have monthly or per transaction fees. You will be charged \$4.00 per month due to inactivity (90 days with no transactions). To view other applicable fees, please log in to the myWisely app or mywisely.com to see your cardholder agreement and list of all fees for more information.

The Wisely Pay Visa[®] is issued by Fifth Third Bank, N.A., Member FDIC or Pathward[®], N.A., Member FDIC, pursuant to a license from Visa U.S.A. Inc. The Wisely Pay Mastercard[®] is issued by Fifth Third Bank, N.A., Member FDIC or Pathward, N.A., Member FDIC, pursuant to license by Mastercard International Incorporated. ADP is a registered ISO of Fifth Third Bank, N.A., or Pathward, N.A. The Wisely Pay Visa card can be used everywhere Visa debit cards are accepted. Visa and the Visa logo are registered trademarks of Visa International Service Association. The Wisely Pay Mastercard can be used where Debit Mastercard is accepted. Mastercard and the circles design are registered trademarks of Mastercard International Incorporated. ADP, the ADP logo, Wisely, myWisely, and the Wisely logo are registered trademarks of ADP, Inc. Copyright © 2025 ADP, Inc. All rights reserved.

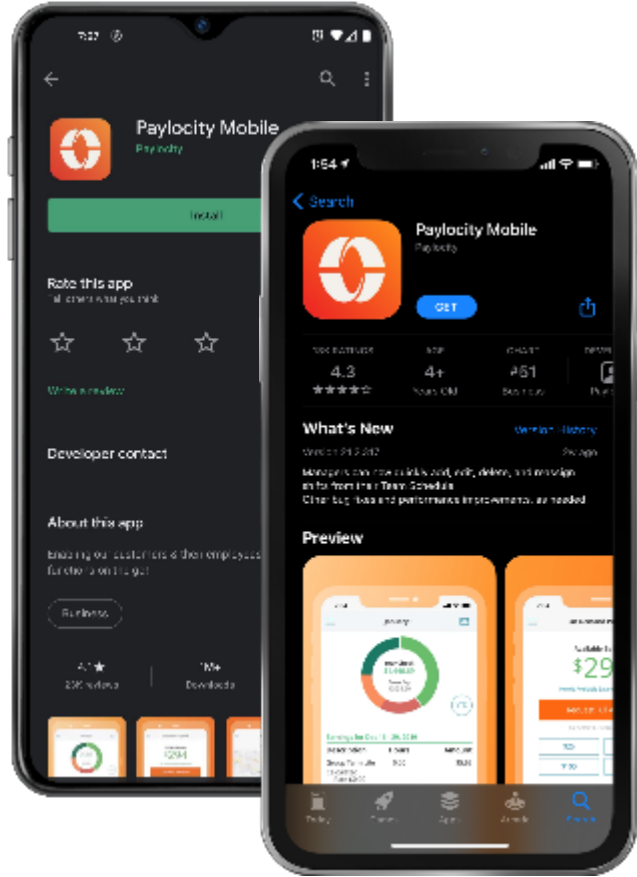


Paylocity Mobile App

With the Paylocity mobile app, we bring our solutions directly to you, wherever you are! Whether you want to view paychecks, request time off, or stay in touch with co-workers, our app gives you the freedom to stay connected anytime, anywhere. To start, let's download the app.

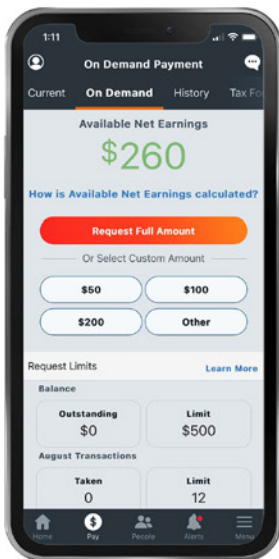
Download the Paylocity Mobile App

It's easy to get the app. Just download it from your favorite app store with the links below or scan the QR code with your mobile device.



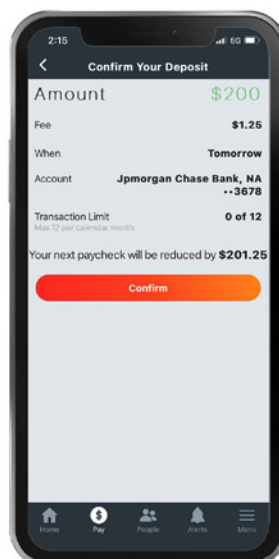
ON DEMAND PAYMENT

On Demand Payment provides you with greater financial flexibility to manage unexpected expenses, providing you access to a portion of your earned wages prior to pay day. Follow the steps below to start using this feature right from your mobile device!



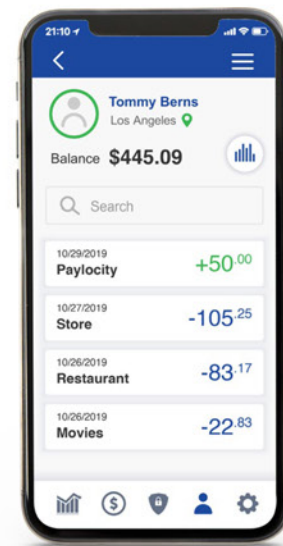
GET STARTED

Open the Paylocity app, log in, and select **Pay** from the menu; then select **On Demand**.



REQUEST FUNDS

Select or enter the amount you'd like to receive; confirm deposit when prompted.



GET PAID*

If requested prior to 2 pm CST, your funds will be deposited in your account same-day. If requested after 2 pm CST, funds will be deposited next business day.

**Transactions will be posted as a deduction on your next paycheck.*

PLAN LIMITATIONS

Team members must be 18 years of age or older to utilize On Demand Payment. Team members may use this program up to four times each month. On Demand Payment is limited to 50% of their currently earned pay, up to a maximum of \$1,000 per pay period. Each On Demand Payment transaction will incur a \$1.25 fee, which will be withheld from the team members pay.

NEED THE PAYLOCITY APP?



TRANSPORTATION MANAGEMENT ACCOUNT (TMA)

Save on Work-Related Parking & Transit

WHAT IS A TMA PROGRAM?

A TMA is a pre-tax benefit that allows team members to pay for **work-related** transportation and parking expenses. This account reimburses team members for expenses such as buses, vanpooling, and subway or commuter-train costs. Not only does a TMA offer team members a way to save money on daily expenses, but also provides a green alternative that helps the environment!

Team Members who participate in the TMA program have increased spending power and substantial tax savings because they are using tax-free dollars to pay for qualified expenses.

WHAT PLANS CAN BE OFFERED UNDER AN TMA?

There are two plans offered under a TMA: Parking and Transit. In 2026, team members are eligible to contribute up to \$340 monthly to each plan.

The Parking plan reimburses team members for parking expenses related to work such as paying to park in a parking garage at or near the their place of employment. Under the Parking plan, expenses such as parking at or near a mass transit station are also reimbursable.

The Transit plan provides reimbursement for work-related transit expenses such as bus, ferry, and subway fares.

Team members should estimate their monthly transportation and/or parking expenses. This amount will be evenly deducted from their paycheck on a pre-tax basis each pay period.

Team members are allowed to make changes to their election once monthly at anytime throughout the year. Any unused funds are rolled over from month-to-month.

Team Members use Paylocity's Debit Smart Card to pay for qualified parking/transit expenses at approved merchants. If participants are unable to use their card for purchases, they may submit a claim for reimbursement. Expenses will only be paid up to the amount available in their account.



THE PAYLOCITY DIFFERENCE

With Paylocity's game-changing benefit administration technology, you can offer the same great TMA, but with an easily accessible, enhanced team member experience. Because this program is through Paylocity, team members can access their TMA in the same place they request time off or view paystubs, streamlining disparate systems and time-consuming tasks.



TRANSPORTATION MANAGEMENT ACCOUNT (TMA) Eligible Expenses

Per IRS regulations, the following, while not intended to be complete, illustrates examples of eligible transportation and parking expenses. Expenses must be incurred during the Plan Year from which you are requesting reimbursement. Expenses are considered incurred when service is rendered, not when service is billed or payment is made. Expenses cannot be reimbursed in advance of the date service is rendered. Expenses are those incurred in connection with travel between the employee's residence and place of employment.

ELIGIBLE TRANSPORTATION EXPENSES



Any pass, token, farecard, voucher, or similar item that entitles a person to transportation on mass transit facilities.



Mass transit facilities may include: bus, ferry, rail, subway, monorail, streetcars, and tramcars, among others.



The three types of vanpools that may qualify as a qualified transportation fringe benefit are: employer-operated, employee-operated, and private or public transit-operated.

ELIGIBLE PARKING EXPENSES

Parking is "provided" to an employee if the employer pays (directly to a parking lot operator or by reimbursement to the employee), or the employer provides the parking on premises that it owns or leases.



Parking provided to an employee at or near the business premises of the employer.



Parking provided to an employee at or near a location from which the employee commutes to work by mass transit, vanpooling, or in a commuter highway vehicle, by car pool, or by any other means.

Note: Does not include parking at or near employee's home.

Your Life. Your Work. Your Best.®

Your GuidanceResources® Program

Sometimes life can feel overwhelming. It doesn't have to. Your ComPsych® GuidanceResources® program provides confidential counseling, expert guidance and valuable resources to help you handle any of life's challenges, big or small.

Services:

Confidential Emotional Support

3 face-to-face or virtual sessions per person, per issue, per year

- Anxiety, depression, stress
- Grief, loss and life adjustments
- Relationship/marital conflicts

Work and Lifestyle Support

- Child, elder and pet care
- Moving and relocation
- Shelter and government assistance

Legal Guidance

- Divorce, adoption and family law
- Wills, trusts and estate planning
- Free consultation and discounted local representation

Financial Resources

- Retirement planning, taxes
- Relocation, mortgages, insurance
- Budgeting, debt, bankruptcy and more

Digital Support

- Connect to counseling, work-life support or other services
- Tap into an array of articles, podcasts, videos, slideshows
- Improve your skills with On-Demand trainings

Online Will Preparation

- Quickly and easily complete a will on your computer with EstateGuidance®
- Specify guardians, trustees and property division
- Provide funeral and burial instructions

Wellness Support

Flexible 3-5 coaching session model

- Make positive lifestyle changes with health coaching
- Improve your nutrition, exercise habits, weight loss efforts
- Get help with smoking cessation, back care, resiliency and more

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Online: [guidanceresources.com](https://www.guidanceresources.com)
App: GuidanceNowSM
Web ID: Guardian

EstateGuidance[®] Online Will Preparation

Secure your wishes with a legally binding will.

EstateGuidance makes drafting a will easy with online tools that walk you through the process in minutes. You can also draft a living will to ensure you get the end-of-life care you desire and a final arrangements document expressing your wishes for your funeral services.

How it can help


			
Complete a customized will:	Have your will printed and sent to you:	Draft a living will:	Draft a final arrangements document:
No cost to you	\$14.99	\$14.99	\$9.99


This service is only available if you purchase qualifying lines of coverage. See your plan administrator for more details.

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How to access 24/7 live assistance

 **Call**
1 855 239 0743
TRS: Dial 711

 **Visit**
estateguidance.com

App: GuidanceNowSM
Enter promotional code:
Guardian

Global Emergency Assistance Services

Connects you to qualified healthcare providers, hospitals, pharmacies and other services if you experience an emergency while traveling 100 miles away from home or outside the country for up to 90 days. Requests for reimbursement for medical transport or other services arranged independently by you will not be accepted.

How it can help



Medical Emergency Assistance

- Medical consultation, evaluation, and referrals
- Medical monitoring
- Emergency medical evacuation
- And more



Travel Emergency Assistance

- Care of minor children
- Compassionate visit
- Return of traveling companion
- And more



Additional Emergency Assistance Services

- Lost luggage
- Document assistance
- Legal and interpreter referrals
- And more

ID Theft Protection Services

Prevention and resolution tools to safeguard your data and restore its integrity if it is used fraudulently. Services include:

- 24/7 access to identity protection specialists
- Credit card and document registration
- Lost and stolen credit and debit card assistance
- 24/7 identity fraud support

This service is only available if you purchase qualifying lines of coverage. See your plan administrator for more details.

ComPsych Corporation (ComPsych) is a vendor to The Guardian Life Insurance Company of America (Guardian). ComPsych and Guardian are not affiliated entities. Global emergency assistance services (Services) are provided by ComPsych through its subcontractor Assist America. Guardian does not control or provide any part of the Services and does not bear any liability for their provision. This informational resource is not a contract and is for illustrative purposes only. Only the policy contains applicable terms. Guardian and ComPsych reserve the right to discontinue Services at anytime without notice. Services may not be available in all states. Global emergency assistance services are not available in the state of New York. Provision of Services shall be in a manner consistent with applicable law.



How to access

Reference number
01-AA-GLI-10231



Call

1 800 872 1414 (within the US)
1 609 986 1234 (outside the US)



Email

medservices@assistamerica.com



Download

Assist America mobile app
Available on Google Play and
the App Store

How to access ID Theft Protection

Access code
18327



Call

1 877 409 9597 (within the US)
1 816 396 9192 (outside the US)

RETIREMENT PROGRAM



The Sport Facilities Companies wants you to create the future you want by pursuing your long-term financial independence. Our Safe Harbor 401k program is a step in that direction. Get started today and use these tools to help you invest in your future.

Here's what you need to know

- Enrollment: First of the month following 60 days of employment
- Eligibility to receive company match: 1 year of service
- Company Match: 100% on first 3%, 50% on 4-5% of compensation
- Vesting: 100%
- Contributions: Plan year 2026, \$24,500 for individuals with an additional \$7,500 catch-up option for ages 50-59 & 64+ **or** an additional \$11,250 "super" catch-up option for ages 60-63
- Withdrawals: Financial Hardships, In-Service Withdrawals
- Contribution Types: Pre-tax and Roth

Contribution Summary

Age Range	Base Limit	Catch-Up Limit	Total Team Member Contribution	Limitations
Under 50	\$24,500	Not Applicable	\$24,500	Not Applicable
Age 50-59 & 64+	\$24,500	\$7,500	\$32,000	Team Members whose wages exceed \$150,000 in 2025 must make any catch-up contributions as after-tax Roth contributions based on the SECURE 2.0 Act.
Age 60-63	\$24,500	\$11,250	\$35,750	Team Members whose wages exceed \$150,000 in 2025 must make any catch-up contributions as after-tax Roth contributions based on the SECURE 2.0 Act.

Here's how to get started

To experience all these features and more, visit voyaretirementplans.com. For more information please visit Support Center > Benefits > Retirement Plans > Voya in the Dugout.

Questions? At any time, call 800.584.6001 and speak to a Customer Service Associate. They're available Monday through Friday, 8:00 a.m. to 9:00 p.m. Eastern Time.

For rollover assistance and financial planning, please contact Andrew Winkler with Merrill Lynch at (727) 462-2313 or andrew_winkler@ml.com.





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University

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tuition



NO SET CLASS TIMES

24/7 access online
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per year



SUPPORT

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career support to help
you succeed

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GoodRx

Save BIG on Prescriptions with GoodRx!

Compare prices. Save instantly.
Watch your savings stack up.



What is GoodRx?

GoodRx helps you find the **lowest prescription prices** at pharmacies near you. It's **free for everyone** – no sign-ups, no fees, no insurance required. Many team members save **up to 80%** on their medications.

How it Works?

Search for your medication.
Compare prices at local pharmacies.
Show the GoodRx coupon at checkout.
Save instantly – no waiting, no paperwork.

Why Use GoodRx?

GoodRx works **with** or **without** insurance – use it when it offers a better price than your copay. It's accepted at **70,000+ pharmacies** nationwide. **Coupons** are great for uncovered prescriptions, high deductible plans, or when you do not have health insurance coverage.



Get the app
or visit
[GoodRx.com](https://www.GoodRx.com)



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With Rocket Lawyer you'll have access to these services:

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- **Legal Pro Q&A:** Submit a question and get reliable legal advice within one business day
- **Legal Pro Consultations:** Schedule a free phone call with a Rocket Lawyer Legal Pro specializing in your issue (one per issue)
- **AI Contract Review:** AI powered insights to negotiate, sign, and enforce contracts with confidence
- **Expert Tax Prep & Filing:** Rocket Lawyer member exclusive deal via TaxFlyle. More info on rocketlawyer.com/tax
- **RocketSign:** Instant online signatures on any document
- **Attorney Discounts:** Save up to 40% on lawyers in your area

Rocket Lawyer can help you with:



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Landlord/
tenant issues



Estate
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Starting
a family



Family/
elder care



Immigration
issues



Buying
a home



Speeding
tickets

To take advantage of your benefits:

Go to: go.rocketlawyer.com/sportsfacilities

Enter your work or personal
email address

You'll receive an email from
Rocket Lawyer; Click the
'Activate Account' button

Fill out the form
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Companies Rewards**

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We're here to support your personal and financial well-being through exclusive deals and limited-time offers on the products, services and experiences you need and love.

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- **ONE ASSOCIATE FREE FOR FIRST YEAR¹**
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- > You are covered for roadside assistance in any car, SUV or pickup truck, any time, day or night, even if you are not the driver.²



FREE Shopping Discounts

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AAA Insurance⁴

- > Get great rates on auto, home, life, specialty vehicle and umbrella insurance through AAA.

START SAVING NOW!

Contact me directly for this offer:

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727-264-5758 - nramirez@acg.aaa.com
Code: GTSPRTF

NC residents contact Kristle Lucero
336-852-0506 ext. 14520 - kclucero@acg.aaa.com
Code: GTSPORT

SC residents contact Brandon Brown
843-815-3775 ext. 15920 - bkbrown1@acg.aaa.com
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All other residents join here: <https://aaa.com/corporatejoin>

**Get one year of AAA membership for
\$55**

Future renewals at regular price.



EXPECT *something* MORE™

¹At the time of enrollment, a new Classic Primary member can add one eligible Associate member for FREE for one year. Upgrade dues are additional. Add additional eligible Associate members for half price. Full dues apply at first year renewal. Associate memberships are available to the Primary member's spouse, one other adult living in the household, and their children living at the same residence or away at school. Associate members must have the same type of membership as their Primary member, with the exception of Motorcycle. Upon activation and with proper identification, AAA will provide regular AAA services and full privileges for the new member. Roadside benefits begin three days after payment of dues. Some restrictions apply. ² Roadside Assistance is provided by independent facilities contracted by AAA. Coverage in taxis, limousines and other ride-sharing conveyances is excluded. Visit AAA.com/MemberHandbook for details about member benefits, including any limitations or restrictions. Offers, terms, conditions and policies are subject to change without notice. ³ Partners and offers are subject to change and restrictions. For a complete list of offers, visit us online at AAA.com/Save. ⁴ Coverage is subject to all policy terms, conditions, exclusions and limitations. Discounts and savings opportunities subject to eligibility requirements. Subject to underwriting requirements. AAA Insurance is a collection of AAA branded insurance products, services, and programs made available to qualified members. Personal lines insurance is underwritten by Auto Club Insurance Association, MemberSelect Insurance Company, Auto Club Group Insurance Company, Auto Club Property-Casualty Insurance Company, Auto Club South Insurance Company, or Auto Club Insurance Company of Florida. 23-MS-1637 FL

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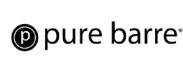


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+ More

9,800+ Premium Gyms



+ More

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<https://sportsfacilities.savings.workingadvantage.com>

¹ Plus applicable enrollment fees and taxes. Costs for premium exercise studios exceed \$28/mo. plus applicable enrollment fees and taxes. Fees vary based on premium exercise studios selected.

² The Active&Fit Direct™ program is not a medical provider or pharmacist, and its coaches do not offer medical or pharmaceutical advice. They cannot and do not diagnose or treat medical, mental health, or other health conditions. Coaches provide general information for educational purposes only. For any medical or health concerns, consult a qualified healthcare professional.





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