

ULTA[®]
BEAUTY



Ulta
Benefits
+You

Benefits designed with *you* at the heart.

2025 – 2026

Benefits Highlights



Benefits designed with *you* at the heart!

At Ulta Beauty, you and your well-being are our priority. We've assembled a suite of benefits that are designed with you in mind. This guide provides an overview of benefits available to you and information you'll need to enroll.

Benefits available to *you*^{*} Full-time

- Choice of three medical plans - PPO Plus Plan, PPO Plan, or HSA High Deductible Healthcare Plan. These medical plans include virtual primary, urgent, and mental health care as well as virtual physical therapy
- Hawaii Associates are offered the choice of two medical plans - PPO Plan or HMO Plan
- Dental and vision coverage
- Flexible Spending Accounts (FSA) including Healthcare, Limited Healthcare, Dependent Care, and Commuter benefits
- Health Savings Account (HSA) with employer contributions
- Company-provided life and disability coverage as well as buy-up options
- Hospital, accident, and critical illness insurance
- Pre-paid legal services
- Identity theft protection
- Home and auto insurance
- Pet insurance
- Traditional and Roth 401(k) plans with company match
- Paid time off and holiday pay
- Tuition reimbursement
- Student Debt Retirement Program
- Family building resources that include preconception, menopause, fertility, behavioral health, maternity, parenting, and adoption and surrogacy assistance
- LGBTQ+ benefits including family formation benefits and transgender-inclusive health care coverage
- Associate Assistance Program (AAP) with free counseling sessions, well-being resources, and convenience services
- Associate perks and discounts from top brands and local businesses
- Charitable Payroll Deduction Program
- Associate Relief Program
- Associate discount on Ulta Beauty store merchandise and salon services
- Weight loss and fitness resources

^{*}Excludes seasonal and temporary associates.

Benefits available to *you**

 Part-time

- Dental and vision coverage
- Life and disability coverage
- Hospital, accident, and critical illness insurance
- Pre-paid legal services
- Identity theft protection
- Traditional and Roth 401(k) plans with company match
- Student Debt Retirement Program
- Associate perks and discounts from top brands and local businesses

- Charitable Payroll Deduction Program
- Associate Relief Program
- Associate discount on Ulta Beauty store merchandise and salon services
- Associate Assistance Program (AAP) with free counseling sessions, well-being resources, and convenience services. The AAP also provides associates with many family building and LGBTQ+ resources.

*Excludes seasonal and temporary associates.

Where to find information about *your* Ulta Beauty benefits

You can find information about your benefits simply and quickly at the Ulta Beauty benefits website. Your family members can also easily access this site since no log in is required.

[Check out the Ulta Beauty benefits site](#)

When *you* can enroll in benefits

There are a few windows of time each year when you can enroll or change your benefits:

- **New Hire or Status Change:** Your benefits are effective on your first day of employment or movement to full-time or part-time status, and you have 30 days to complete your enrollment.
- **Qualifying Life Event (QLE):** You may be eligible to enroll or make changes to your benefits if you experience a QLE, such as getting married, having a baby, or losing coverage elsewhere. You have 30 days from the date of the event to complete your enrollment and provide the required documentation.
- **Annual Enrollment:** During Annual Enrollment, you can add, change, or remove benefits without a QLE. Ulta Beauty's Annual Enrollment typically happens in the summer and benefits go into effect on September 1st.



When it's time for *you* to enroll

Use this enrollment checklist to ensure that you and your family have just the right benefits you need during your new hire, employment status change, QLE, or Annual Enrollment period.

- ✓ Review your benefit options at the Ulta Beauty benefits site at <https://learn.bswift.com/ulta>
- ✓ Gather information you will need to enroll:
 - Dependent/beneficiary names, addresses, phone numbers, and Social Security Numbers
 - Proof of dependent eligibility, such as recent tax filing and marriage certificate, or birth certificate
 - Qualifying life event documentation, if applicable
- ✓ Review current benefits
- ✓ Log in to the bswift benefits portal at <https://ultabenefits.bswift.com> to:
 - Review plan rates and documents
 - Enroll or waive coverages
 - Confirm eligibility of or add eligible dependents
 - ✓ Eligible dependents include legal spouses, domestic partners, and children under the age of 26. Valid proof of relationship may be required.
 - Review and update your beneficiary designations
 - Save, print, and review your Enrollment Confirmation statement

If you need help making enrollment decisions



Your personal benefits assistant, Emma™, will be available throughout the enrollment process to help you make benefits decisions. This electronic enrollment tool, accessible through the bswift enrollment site, guides you through the enrollment process to help you find coverage options that best fit your needs. With built-in comparisons and calculators, Emma makes it easier to choose the right benefits for you and your family.

Additional Support for *you*

Benefit Education Specialists (BES) offer one-on-one education to help you understand your benefits and provide additional enrollment help. You can reach a BES by scheduling an appointment online at <https://go.oncehub.com/Ulta>.

For additional questions email AssociateCareandSupport@ulta.com.