As part of a rewarding career, CarMax provides Associates with a comprehensive and competitive benefits package. A brief summary of each benefit available to full-time Associates is listed below.

**Health Benefits**

Our Medical, Dental, and Vision Plans provide comprehensive coverage for you and your eligible dependents, including domestic partners. Plans include preventive care services and screenings so Associates know their health risks and conditions.

CarMax encourages all Associates to live healthfully. When you adopt a healthy lifestyle and use health care effectively, you help us continue to offer valuable, affordable benefits.

**Medical Plan**

Our Medical Plan offers comprehensive coverage for you and your eligible dependents. You share the cost of coverage with CarMax and you have a choice of three coverage options under the Plan. The Plan uses the Aetna Choice POS II Plan network. Prescriptions are covered through the CVS Caremark network of pharmacies.

The Medical Plan encourages you and your family to seek preventive health care services through in-network providers by offering 100% coverage for specified preventive screenings. Most other eligible services are covered at a percentage of the cost or a copayment. The coinsurance and copayments vary for each option.

You and your covered spouse or domestic partner are also eligible for **Beginning Right**, a maternity health program with up to $150 in participation incentives.

When you join the CarMax Medical Plan, you will have the opportunity to participate in our voluntary Commitment to Health program. The Commitment to Health program includes Biometric Screenings, an online Health Assessment, and the Aetna Healthy Lifestyle Coaching program. When you participate in the Commitment to Health program, you and your spouse or domestic partner may be eligible to receive a Medical Plan Credit towards the cost of your CarMax Medical Plan coverage.

**Dental Plan**

Our Dental Plan covers preventive, basic, and major services for you and your eligible dependents. You share the cost of coverage with CarMax.

The Dental Plan is a PPO that encourages you and your family to seek preventive dental care services by offering 100% coverage for specified preventive services. To maximize plan benefits and lower costs, use Aetna’s in-network dentists.

**Vision Plan**

Our Vision Plan provides coverage for you and your eligible dependents. You pay the cost of coverage.

Benefits include an eye exam, frames, and lenses or contacts once every Plan Year. The Plan features an office visit copay and allowances toward other incurred expenses. You are encouraged to use network providers to maximize plan benefits at a lower cost.
**Additional Wellness Benefits**

**Employee Assistance Program (EAP)**
The EAP helps you and your family through many of life’s challenges, offering counseling resources for issues like finding dependent care or dealing with divorce, and everything in between. This free and confidential service is available by phone or online 24 hours a day, seven days a week. Legal and financial consultations and resources are also available.

**Tobacco Cessation Assistance Program**
All active Associates and their spouses/domestic partners are eligible to participate in our Tobacco Cessation Assistance program. The cost of the program is paid by CarMax.

**Weight Watchers®**
All active Associates and their spouses/domestic partners are eligible for special rates through our Weight Watchers program. The Company will contribute toward the cost of the program for eligible participants. You are eligible for financial awards when you reach certain goals. A gym incentive is also available for Weight Watchers members.

**Paid Time Off**
To strike a balance between personal and work life, you are encouraged to take time for rest, relaxation, and personal needs. CarMax offers a variety of paid time off options, depending on status and needs:

- **Vacation** — Hourly, Full-Time Associates
  - Up to 10 days during your first six years of employment
  - Up to 15 days after seven years of employment
  - Up to 20 days after 15 years of employment
- **Sick Time** — Hourly, Full-Time Associates
  - Up to six days per year
- **Personal Time** — Eligible Hourly, Full-Time Associates
  - One day per year
- **Holidays** — Hourly, Full-Time Associates
  - Up to six holidays per year

**Time Away** allows salaried Associates to take time off from the demanding, fast-paced work environment for rest, relaxation, or personal reasons. This flexible program enables you to arrange for Time Away based on business needs and management approval.
Retirement & Financial Planning

Retirement Savings Plan
The Retirement Savings Plan provides an account through which an Associate can save money for retirement. Associates can contribute up to 75% of eligible pay, either before income taxes are paid (into a pre-tax account) or after income taxes are paid (into a Roth 401(k) account). CarMax will match, dollar for dollar, Associate contributions up to 6% of the Associate’s eligible pay per pay period.

T. Rowe Price administers the Retirement Savings Plan. The plan offers a diversified range of funds for the investment of contributions.

Employee Stock Purchase Plan
After one year of employment, you can use the Employee Stock Purchase Plan to purchase CarMax Common Stock through payroll deductions, from 2% to 10% of pay, with a maximum contribution of $7,500 in any one year. CarMax makes a matching contribution equal to 15% of your contribution. Stock is purchased each month at the current market price.

CarMax stock is publicly traded on the NYSE as KMX.

Pension Plan
The CarMax Pension Plan was frozen as of December 31, 2008. Associates who were eligible for the Pension Plan no longer accrue pension benefits — the service and pay earned as of December 31, 2008, will be used to calculate pension benefits when an Associate retires or leaves CarMax.

Life Insurance and Disability

Life Insurance
CarMax offers Company-paid Basic Life Insurance; coverage is based on your pay. We also offer options for Supplemental Life, Spouse or Domestic Partner Life, Child Life, and Accidental Death & Dismemberment Insurance you may elect to purchase through payroll deductions.

Business Travel Accident Insurance
CarMax pays 100% of the cost to provide Business Travel Accident Insurance for you. Benefits are payable in the event of death or dismemberment while traveling on Company business.
Short and Long Term Disability

Our Short Term Disability (STD) Plan provides income protection during absences due to illness, injury, or pregnancy. Benefits are based on length of service, job classification, and earnings. CarMax pays the entire cost; you are automatically covered by the plan when eligible.

Our Long Term Disability (LTD) Plan provides income protection for disabilities extending beyond 180 continuous days of absence. You pay the cost of the plan through after-tax payroll deductions. Tax-free LTD benefits are approximately 60% of earnings less Social Security, Workers’ Compensation, and any other work-related benefits. Benefits are generally payable to age 65 if you continue to meet the definition of disability.

Smart Savings Benefits

Health Care Flexible Spending Account

The Health Care Flexible Spending Account (HCFSA) allows you to set aside a portion of your paycheck on a pre-tax basis for eligible out-of-pocket healthcare expenses.

Day Care Savings Account

The Day Care Savings Account (DCSA) allows you to set aside a portion of your paychecks on a pre-tax basis for eligible daycare expenses.

Adoption Assistance

CarMax offers assistance to help you build your family through adoption. Benefits include up to $4,000 in reimbursements for adoption-related expenses; reimbursements are generally not subject to income tax. You are eligible after one year of continuous, full-time service.

Tuition Assistance Program

We encourage all Associates to pursue education in their field. Courses must be credited, but they do not have to be job-related. CarMax reimburses eligible tuition expenses for approved courses, with a maximum of $5,250 per year.

CarMax Associate Discount Program

You may purchase vehicles, MaxCare coverage, accessories, and parts and service at discounts for personal use or use by immediate family members. You are eligible to participate in the program after 30 days of employment.

CarMax Rewards

Discounts are available on childcare, fitness memberships, appliances, electronic devices, cell phones, furniture, travel, and more through this online discount program.
At Your Fingertips

All benefit plan information is available on the Benefits website on the CarMax World and at benefits.carmax.com. There you’ll find plan summaries, contact information, forms, and instructions.

Use mykmxhr.com to manage your enrollment and personal information or to view pay information.

This information is a brief summary of the benefits provided to full-time Associates. Benefits and eligibility may differ by plan or position classification. Detailed information is provided in the Summary Plan Descriptions and other plan documents. In the event of any discrepancy between this document and the plan documents and/or policies, the plan documents and/or policies will prevail.