

**Welcome to Pluralsight!**

We believe in creating an environment that allows us to do our best, work together toward a compelling mission and provide a total rewards package that is highly competitive. Here's what to expect when it comes to our benefits and beyond.

**Paydays**

Paydays are on the 28th of every month.

**Unlimited Paid Time Off (PTO)**

And we actually want you to use it! We trust our employees will take the time they need. Yes, you have PTO stated by law, but we also have unlimited PTO for all our team members. Just be sure to communicate time off with your leader and your team.

**Holidays**

Pluralsight observes 9 paid holidays each year AND a paid company wide mid-year break the first week of July. By all of us taking the same time off, it allows us to take well-deserved time to recharge and take care of ourselves!

Offices are closed on:

- New Year's Day
- Australia Day
- Good Friday
- Easter Monday
- ANZAC Day
- Queen's Birthday
- Mid-year Break (first week in July)
- Labour Day
- Christmas Day
- Boxing Day

**Medical**

Comprehensive GOLD level Hospital and Extras Cover via BUPA. These Benefits will be fully funded by Pluralsight for you and your immediate family members (spouse/partner and children). The Corporate 80 Extras cover allows you to claim back of 80% of the cost on most Extras such as Chiro, Physio, Dental, Optical upto the very generous prescribed annual limits.

**Income Protection**

It covers 75% of your annual salary with a 30 day waiting period and a benefit period through age 70 (individual coverage subject to medical underwriting).

**Death/Total Permanent Disability (TPD)**

Lump sum benefit based on 4 times annual salary (individual coverage subject to medical underwriting and exempt from the Government's Fringe Benefits Tax).

**Superannuation**

Pluralsight contributes 9.5% "superannuation guarantee" (SG) contributions. These amounts are paid to your designated superannuation fund at 9.5% of your wages and salaries.

**Tuition Reimbursement**

Pluralsight offers up to \$1,500 per semester or \$3,000 per year tuition reimbursement for pre-approved college classes meeting specific grade requirements.

**Wellness Reimbursement**

Receive payment up to 130 AUD per-month for fitness and wellness activities, paid twice a year.

**Pluralsight Subscription**

Pluralsight employees are eligible for a Pluralsight Subscription for themselves and immediate family members.

**Equity**

We're committed to us all having the same aim of creating long-term value creation and sharing in Pluralsight's success together. We win as a team. With that, each team member is made an owner through RSU grants.

**Employee Stock Purchase Plan (ESPP)**

Pluralsight offers team members the ability to purchase stock in Pluralsight at 85% of the stock on the first day of the offering period or 85% of the stock price on the last day of the purchase period, whichever is lower.

**Survivor Equity Benefit**

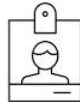
If a team member passes away while employed by Pluralsight, the team member's unvested equity will vest and be available for designated beneficiaries (up to a \$3,000,000 USD maximum benefit)

# TOTAL REWARDS PHILOSOPHY



## OUR OFFER PACKAGES ARE HIGHLY COMPETITIVE.

We need the best people and want to attract the best.



## WE HIRE WITH PURPOSE

We hire for values-fit first and role-fit second.



## WE CARE ABOUT THE WHOLE PERSON

We designed our total rewards philosophy with this at the core. It's what drives our benefits, unlimited time off and how we compensate and reward our people.



## WE REWARD FAIRLY

We prioritize internal pay equality, then rely on external market data.



## WE NEVER DO "DIVE AND SAVES", NOR REWARD THE SQUEAKY WHEEL

We value open dialogue when something isn't working, before it's too late.



## WE VALUE POTENTIAL AND THE LEARNER'S MINDSET

We hire with the big picture in mind and it's reinforced through unique rewards and investments in our people.



## EVERYONE IS AN OWNER

We are invested and aligned with long-term value creation, which is why our employees are owners in the company through RSU grants.



## WE WIN AS A TEAM AND REWARD EXTRAORDINARY INDIVIDUAL PERFORMANCE

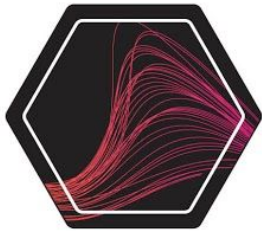
We strive to achieve and exceed our commitments, as individuals and as teams.



## WE REINFORCE OUR VALUES AND OUR CULTURE

We have total rewards that support what we value as a company.

# PLURALSIGHT **VALUES**



## COMMITTED TO SOMETHING **BIGGER**

Our mission comes first and we believe in the power of shared purpose. The work we do is collaborative, dedicated and empowering. We acknowledge others and recognize the power to create and make an impact exists in everyone.

### **ACCOUNTABLE FOR EXCELLENCE**



We are accountable for our past, current and future work. Through agreements, we drive autonomy to become self-aware, results-driven and quality-minded. We embrace ownership of all we do.



### **CREATE WITH POSSIBILITY**

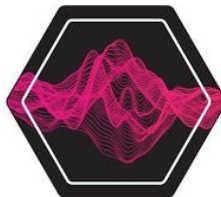
We aim to inspire others with our infectious optimism. We are proactive, adaptive and continuously maintain a learner's mindset. Our curiosity sees no boundaries or constraints.

### **SEEK CONTEXT WITH INTENTION**

We strive to live life with the mindset of create or complain, and choose to create. We are inquisitive and data-driven. We are always seeking to relate to those we work with first and engaging second to drive the work we create.



### **BE OUR WORD**



Our integrity is unwavering—we can always be counted on. We are authentic and sincere. Asking for help, granting trust and assuming positive intent allow us to be responsible employees and to act in the best interest of Pluralsight.

## PLURALSIGHT **MISSION**

Democratize technology skills.