

# Welcome to Pluralsight!

## International Benefit sheet • Sweden

### Paydays

Paydays are on the 28th of every month for salaried team members.

### 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 25 PTO days 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 12 paid holidays each year AND a paid company wide mid-year break. By all of us taking the same time off, it allows us to take well-deserved time to recharge and take care of ourselves!

- New Year's Day
- Good Friday
- Easter Monday
- Labour Day
- Ascension Day
- National Day
- Mid-year Break
- Midsummer Day
- All Saints Day
- Christmas Eve
- Christmas Day
- Christmas Boxing Day
- New Year's Eve
- Epiphany Day

### Private Medical Insurance

For team members.

- 100% insurance costs paid by Pluralsight.
- The insurance provides coverage that tops up and complements the National healthcare scheme, providing faster access to treatments and surgery, or private hospitals if necessary.

*\* Provided by Skandia*

### Sickness Insurance

For team members.

- 100% insurance costs paid by Pluralsight.
- Should sickness occur that affects your work, Pluralsight has insurance to protect you. After 90 days, insurance covers a portion of your salary, based on tenure.

*\* Provided by Skandia*

### Life Insurance

For team members.

- 100% insurance costs paid by Pluralsight.
- In case of death, a lump sum of 6x PBA (Price Base Amount) is provided. There is also an extra lump sum, if you have children under the age of 20.

*\* Provided by Skandia*

### Accident Insurance

For team members.

- 100% insurance costs paid by Pluralsight.
- In case of accidental injury during work or leisure time, compensation may be paid for reasonable medical expenses that are necessary. This may include costs for medical, dental and travel expenses and compensation for pain and suffering, rehabilitation, medical disability and financial disability.

*\* Subject to medical approval \* Provided by Skandia*

### Pension Savings

- Employer contributions: 4.5% on base salary up to the 444 750 kr +30% of base salary over the ceiling
- Optional Wage abstention to improve pension savings and to lower income taxes. You can trade gross salary for pension.
- Waiver of premium. The premiums for pension will be paid by the insurance provider. If you are unable to work for 3 months (90 days) the pension premiums will be paid until the age of 65.

### Tuition Reimbursement

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

### Wellness Reimbursement

Receive payment up to 840 kr 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.