

# Welcome to Pluralsight!

## International Benefit sheet • United Kingdom

### 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 8 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
- Early May Bank Holiday
- Spring Bank Holiday
- Mid-year Break
- August Bank Holiday
- Christmas Day
- Boxing Day

### Supplemental medical

Pluralsight pays 100% costs for employee & dependents with no deductible. Bupa Network Providers – Select Complete:

- Coinsurance is 100%
- Outpatient treatment including X-rays and consultations
- Over 600 participating network hospitals nationwide; Hospital day-patient or in-patient.
- NHS cash benefit – £50 per night in hospital up to 35 nights and up to £100 for cancer related treatments.
- Cancer treatments are paid in full
- Mental health up to 45 days per annum paid in full
- Ambulance covered £80 per trip
- Bupa Healthline 24/7 access to medical advice from qualified nurses

### Health Cash Plan

Pluralsight pays 100% costs for employee & dependents (annual maximums apply) Health Shield

- Reimbursed for dental, optical, physiotherapy, acupuncture, chiropody, homeopathy, prescriptions, and other services
- Personal accident pays up to £25,000 per annum
- Telephone helpline 24hr/365 days a year counseling service for stress, family relationships, substance abuse debt, and some legal & financial matters
- GP helpline- access to GP 24 hours a day/7 days a week. Online webcam consultation M-F.

\* Provided by Health Shield

### Best Doctors for team members

Independent and confidential review of medical records by a Best Doctors specialist to review your records and give treatment recommendations. [www.askbestdoctors.com](http://www.askbestdoctors.com).

### Employee Assistance Program for team members

Unlimited free, confidential telephone access to support your physical and mental health by experienced professional counselors, including health & wellbeing support. Accessible 24 hours a day, 365 days/year with up to 4 face-to-face counseling sessions a year.

### Life Insurance for team members

You are insured to 4x your annual base salary, there's no underwriting required up to £550k. Health evidence required above £550k. Insurer: Canada Life

### Income Protection for team members

No underwriting required up to £65,000, regardless of your current health status or personal medical history. Health evidence required above £65,000. After 13 weeks of continual absence the benefit amount is 75% of base annual salary. Insurer: Canada Life

### Pension

Pluralsight contributes 4% of your total earnings (base, bonus, commission) when you contribute 4% of your total earnings through AutoEnrollment with option to opt out. Provider: Royal London

### Wellness reimbursement

Receive payment up to 70 £ per-month for fitness and wellness activities, paid twice a year.

### Tuition reimbursement

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

### Pluralsight subscription

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