

Welcome to Pluralsight!

International Benefit sheet • United States

Paydays

Paydays are on the 15th and last day of every month for salaried team members. Hourly team members are paid on a separate biweekly schedule. Paydays that fall on a weekend are paid on the Friday before.

Unlimited paid time off (PTO)

And we actually want you to use it! We trust our team members will take the time they need. Just be sure to communicate time off with your leader and your team.

Holidays

Pluralsight observes 11 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
- Martin Luther King, Jr. Day
- Presidents' Day
- Memorial Day
- Independence Day
- Pioneer Day (July 24)
- Mid-year Break
- Labor Day
- Thanksgiving
- Day after Thanksgiving
- Christmas Eve
- Christmas Day

Medical

Pluralsight offers 2 group medical insurance plans to choose from for full-time team members, and pays 100% of the premiums for you, your spouse/domestic partner and children.

Provider: UnitedHealthCare - Choice Plus Networks:

- PPO 1000 Plan - Copay savings and \$1,000 individual deductible \$2,000 family deductible
- HSA Compatible PPO Plan - HSA eligible and \$1,500 individual deductible \$3,000 family deductible

Dental

Pluralsight offers group dental insurance to full-time team members, and pays 100% of the premiums for you, your spouse/domestic partner and children. *Provider: Guardian - DentalGuard Preferred Network*

- \$2,000 per person annual maximum benefit
- \$1,500 lifetime max incl. orthodontics coverage for adults and children

Vision

Pluralsight offers group vision insurance to full-time team members, and pays 100% of the premiums for you, your spouse/domestic partner and children. *Provider: Guardian - VSP Network*

401K

Pluralsight offers a 401K plan and we will match 50% of your contribution, up to 6% of your salary. The maximum match amount we offer is 3% and our contribution immediately vests.

Flexible Spending Account (FSA)

We offer pre-tax deductions for out-of-pocket expenditures for medical, dental, vision and childcare care costs. Elect up to the annual max for health care and for dependent care.

Transit & Parking

You can make a pre-tax election for parking (near the office or at a station) and any pass, token, farecard, voucher or other form that enables you to use mass transit.

Life Insurance Coverage

We provide a term life insurance policy to full-time team members at 2x your annual earnings up to a max of \$500,000. Additional Voluntary Life coverage may be purchased for you and your family.

Long Term Disability

We offer Long Term Disability insurance, fully paid by Pluralsight.

It pays a benefit of 60% of your monthly earnings, up to a maximum monthly benefit of \$10K available after 90 days of disability.

Wellness Reimbursement

Receive up to \$50 per month toward a health club membership or fitness class.

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.

Pluralsight Subscription

Pluralsight team members are eligible for a Pluralsight subscription for themselves and immediate family members.

Remote Workspace Reimbursement

Joining us as a remote team member? You'll have up to \$300 to spend on qualified expenses to create a comfortable, productive workspace for yourself!