

# BENEFITS INFORMATION | CANADA EDITION

## 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 15th and last day of every month for salaried employees. Government taxes are withheld and paid on your behalf by our local payroll partner.

## UNLIMITED PAID TIME OFF (PTO)

And we actually want you to use it! We trust our employees will take the time they need.

## HOLIDAYS

Pluralsight observes 10 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!

- New Year's Day
- Labour Day
- Good Friday
- Thanksgiving Day
- Easter Monday
- Remembrance Day
- Victoria Day
- Christmas Day
- Canada Day
- Boxing Day
- Mid-Summer Break

## HEALTH CARE

Pluralsight offers Health Care for full-time team members, and pays 100% of the premiums for you, your spouse/domestic partner and children.

- Provided by Econ
- No annual deductible
- Includes Vision Care and Paramedical Practitioners reimbursement up to \$500 per year

## DENTAL

Pluralsight offers Dental coverage for full-time team members, and pays 100% of the premiums for you, your spouse/domestic partner and children.

- Provided by Econ
- No annual deductible
- Basic covered up to \$1,500/year
- Major covered up to \$1,500/year

## Life and Accidental Death & Dismemberment

Covered 2x Annual earnings up to \$500,000 max

## Dependent Life

Spouse \$5,000 | Child \$2,500

## Long term Disability

Covered: 66.67% of monthly salary to max of \$7,500

## WELLNESS REIMBURSEMENT

Receive Payment up to \$50 CAD per-month for wellness activities, paid twice a year

## TUITION REIMBURSEMENT

Pluralsight offers up to \$1,500USD per semester or \$3,000USD 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

## 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

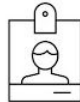
If a team member passes away while employed by Pluralsight, the team member's unvested equity will vest and be available for designated beneficiaries (up to a \$3,000,000 USD maximum benefit)

# 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**



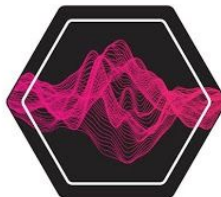
We are accountable for our past, current and future work. Through agreements, we drive autonomy to become self-aware, results-driven and quality-minded. We embrace ownership of all we do.



### **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.

### **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.

### **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.



## **PLURALSIGHT MISSION**

Democratize technology skills.