

### Paydays

Paydays are on the last day of every month for salaried employees.

### 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 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
- Good Friday
- Easter Monday
- Early May Bank Holiday
- Spring Bank Holiday
- Mid-year Break (First week in July)
- August Bank Holiday
- Christmas Day
- Boxing Day

### SUPPLEMENTAL medical Employee + Dependents

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 Employee + Dependents

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.

### Best Doctors Employee Only

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 Employee Only

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 Employee Only

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 Employee Only

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.

### Equity

We're committed to long-term value creation and sharing Pluralsight's success together. We win as a team, which is why 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

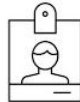
If a team member passes away while employed by Pluralsight, the team member's unvested equity will vest and be available for designated beneficiaries (up to a \$3,000,000 USD maximum benefit)

# 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**



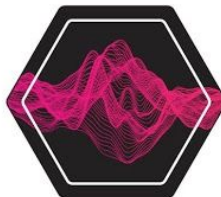
We are accountable for our past, current and future work. Through agreements, we drive autonomy to become self-aware, results-driven and quality-minded. We embrace ownership of all we do.



### **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.