

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 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
- Martin Luther King, Jr. Day
- Presidents' Day
- Memorial Day
- Mid-year Break (First week of July includes Independence Day)
- Pioneer Day (July 24)
- Labor Day
- Thanksgiving
- Day after Thanksgiving
- Christmas Eve
- Christmas Day

Medical (UHC PPO Choice Plus Network)

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.

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. The annual max for health care is \$2,650, and \$5,000 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.

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.

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.

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)

Pluralsight Subscription

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

Remote Workspace Reimbursement

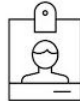
Joining us as a remote team member? You'll have up to \$300 to spend on qualified expenses to create a comfortable, productive workspace for yourself!

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.