



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. Hourly employees 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 employees 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 U.S. offices are closed on:

- New Year's Day
- Pioneer Day (July 24)
- Martin Luther King, Jr. Day
- Labor Day
- Presidents' Day
- Thanksgiving
- Memorial Day
- Day after Thanksgiving
- Independence Day
- Christmas Eve
- Christmas Day



MEDICAL (UHC PPO Choice Plus Network)

Pluralsight offers group medical insurance to full-time employees, and also pays 100% of the premiums for you, your spouse and children. Coverage applies to in-network providers.

- 100% of preventative care covered
- 100% of outpatient mental health paid
- \$25 copay for primary care physicians
- \$50 copay for specialized doctors
- \$200 copay for emergency room
- \$1,000 individual / \$2,000 family deductible
- \$3,500 individual / \$7,000 family out-of-pocket max



PRESCRIPTION DRUGS

Our benefits plan includes tiered copay \$15 / \$35 / \$65 / \$100. See list of copay tiers on myuhc.com.



WELLNESS REIMBURSEMENT

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



PLURALSIGHT SUBSCRIPTION

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



DENTAL

Pluralsight offers group dental insurance to full-time employees, and also covers 100% of the premiums for you, your spouse and children. Coverage applies to in-network providers.

- \$1500 per person annual maximum benefit
- \$50 individual / \$150 family deductible
- 100% of preventative work
- 80% of minor dental work
- 50% of major dental work
- Orthodontics: 50% work / \$1,000 lifetime max



VISION

Pluralsight offers group vision insurance to full-time employees, and pays 100% of the premiums for you, your spouse and children. Coverage applies to in-network providers.

* Subject to policy allowance limits

- \$10 exam copay for eye exam once every 12 months
- \$25 materials copay for frames once every two years and contact or glasses lenses once every 12 months



FLEXIBLE SPENDING ACCOUNT (FSA)

Pluralsight offers pre-tax deduction for out-of-pocket expenditures for medical, dental, vision and dependent care costs. The company's annual maximum for medical/dental is \$2,550, and the maximum for dependent care is \$5,000.



LIFE INSURANCE COVERAGE

We offer a \$50,000 term life insurance policy to full-time employees. Additional coverage may be purchased by the employee at two levels:

Up to \$150,000 in coverage, guarantee issue (not subject to approval or underwriting)

Up to a max of \$500,000 in coverage or 5x annual income, whichever is lower. Additional amount beyond \$150,000 is subject to short questionnaire for underwriting.

Rates per \$1,000 of coverage are dependent on age spans.



LONG TERM DISABILITY

We offer Long Term Disability insurance, fully paid by Pluralsight. It will pay you a benefit of 60% of your monthly earnings, up to a maximum monthly benefit of \$10,000 per month that is available after 90 days of disability.



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.



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.



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.

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.