



# Welcome to Pluralsight!

Team member benefits | United States



## Unlimited paid time off (PTO)

And we actually want you to use it! Just be sure to align with your leader and team about upcoming time off requests.

## Summer Fridays

Enjoy five Fridays off during the summer months in your respective region. That means in July and August, you'll have a long weekend every other week!

## Holidays

In addition to our Unlimited PTO, Pluralsight observes 11 paid holidays each year. These holidays allow us all to enjoy well-deserved time to recharge and take care of ourselves!

- New Year's Day
- MLK, Jr. Day
- Presidents' Day
- Memorial Day
- Independence Day
- Juneteenth
- Labor Day
- Thanksgiving
- Day after Thanksgiving
- Christmas Eve
- Christmas Day

## Parental leave

Pluralsight offers parental leave to those welcoming a new child to their household whether by birth or placement and with all types of families in mind. Full parental leave offers 16 weeks + 6 weeks of flex return and partial parental leave offers 6 weeks + 4 weeks of flex return.

## Medical

Pluralsight offers three group medical insurance plans to choose from for full-time team members, and covers 70 - 100% (depending on the plan) of the premiums for you, your spouse/domestic partner and children.

Provider: Cigna

- Cigna PPO with a \$500 individual deductible or \$1,000 family deductible
- Cigna HDHP 2000 with a \$2,000 individual deductible or \$4,000 family deductible and an HSA
- Cigna HDHP 3000 with a \$3,000 individual deductible or \$6,000 family deductible and an HSA

## 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: MetLife - PDP Plus

- \$2,000 per person annual maximum benefit
- \$2,000 lifetime max, including 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: Cigna - VSP Network

- \$10 copay for office visits
- \$150 allowance for frames or contacts (in-network)

## *It's the little things . . . and the big things*

When team members feel supported, heard, and happy, magical things happen. And we love a little magic. From life-friendly benefits like unlimited PTO to little perks like standing desks, we've got you—and your well-being—covered.

### Paydays

Paydays are on a biweekly schedule for salaried team members and hourly team members. If the payment date falls on the weekend or holiday, then payment is delivered prior to that date.

### 401(k)

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

### Flexible Spending Account (FSA)

We offer pre-tax deductions for out-of-pocket expenditures for medical, dental, vision and childcare 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 cover 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.

### Discounted cell phone plan

Pluralsight has partnered with Previ to bring you a discounted cell phone plan. Previ works directly with T-Mobile Enterprise to offer an “unlimited everything” plan. Team member phone lines are \$15/month (+\$6 taxes/fees). Additional lines on the account are only \$30/month for each line (+\$6 taxes/fees).

### Wellness reimbursement

Receive up to \$50 per month toward a gym membership or fitness classes.

### 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!

