



Payday

Pluralsight pays employees twice a month (24 times annually). The first payday of the year will be on January 15th; subsequent paydays are on the 15th and last day of every month. Paydays that fall on a weekend are paid on the Friday before.



Unlimited Paid Time Off (PTO)

You heard us! We trust Pluralsight employees will take the time they need. Just be sure to communicate time off with your manager and your team.



Holidays

Pluralsight observes 11 paid holidays each year and offices are closed on:

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|---|------------------------|
| New Year's Day | Labor Day |
| Martin Luther King, Jr. Day | Thanksgiving |
| Presidents Day | Day after Thanksgiving |
| Memorial Day | Christmas Eve |
| Independence Day | Christmas |
| Pioneer Day | |
| <small>(OR ONE FLOATING HOLIDAY FOR NON-UTAH OFFICES)</small> | |



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 \$2,600, and the maximum for dependent care is \$5,000.



Medical (UHC PPO Insurance Coverage - myuhc.com)

Pluralsight offers group medical insurance to full time employees. We cover 100% of premium cost of the employee, spouse and/or children. Coverage applies to in-network providers.

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



Dental

Coverage applies to in-network providers.
Deductible \$50 / \$150 individual/family
Plan covers 100% of preventative work
Plan covers 80% of minor dental work
Plan covers 50% of major dental work
\$1,500 per person annual maximum benefit
Orthodontics: 50% work / \$1,000 lifetime max



Vision

Eye exam once / 12 months
Contact or glasses lenses once / 12 months
Frames once every two years
\$10 exam copay
\$25 materials copay
Subject to policy allowance limits



Prescription drugs

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



Life insurance coverage

We offer a \$50,000 term life insurance policy to full time employees, with no cost to you.

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 including life and AD&D:

Under 25:	\$.073	40-44:	\$.147
25-29:	\$.079	45-49:	\$.219
30-34:	\$.084	50-54:	\$.338
35-39:	\$.106	55-59:	\$.516

So for example. An employee age 37 who would like \$200,000 of coverage would pay \$21.20 per month. (200 * .106 per thousand).



Fidelity 401K

Pluralsight offers a 401K plan, matching 50% of your contribution, up to 6% of your salary. The maximum match amount we contribute is 3%, and our contribution immediately vests.

*Please note that you are automatically enrolled in this plan, beginning on your hire date, but you will choose the types of contributions. You have 30 days from hire to opt out



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.



Wellness reimbursement

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



Pluralsight Subscription

Pluralsight Subscription for employees and immediate family member.