

# BENEFITS SUMMARY

At TrueBlue and affiliated companies, PeopleReady, PeopleScout, Staff Management | SMX, and Simos, our employees are essential to the sustained success of our company. When you become a part of our TrueBlue team, you'll be offered a competitive, comprehensive benefits program that will give you the flexibility to choose the plans that work best for your needs. You will be eligible for health and welfare benefits (i.e., become benefit-eligible) on your date of hire\* as long as you are a full-time employee (working 30 hours or more per week). For more information, you can always access our benefit site [here](#).



## Health Insurance

There are three health plans to choose from through Cigna. In addition, there is a fourth plan option through Kaiser available for residents of CA, CO, GA, WA and DC area (including Maryland and Virginia). Each plan includes medical and prescription drug coverage.

## Dental Insurance

TrueBlue offers two dental plans for you and your family through MetLife. There is a base dental PPO plan and a buy-up plan option for additional dental needs.

## Vision Insurance

TrueBlue offers two vision plans for you and your family through EyeMed. There is a base vision plan and a buy-up plan option for additional vision needs.

## Long-Term Disability

TrueBlue provides all benefit-eligible employees with Long-Term Disability (LTD) coverage. Benefits are paid after 90 days of disability, and the monthly benefit is 60% of your basic monthly earnings (subject to taxes), up to a maximum of \$2,000 for individual contributors, \$5,000 for supervisors and people managers and \$10,000 for directors and above.

## Short-Term Disability

TrueBlue provides all benefit-eligible employees with Short-Term Disability (STD) coverage. If you are disabled for more than 14 calendar days, this benefit will provide you with 50% of your basic weekly earnings (subject to taxes), up to a maximum of \$1,000 weekly. There is an option to buy additional STD coverage that provides flat monthly benefits, not to exceed 60% of your base earnings (not subject to taxes).

## Life Insurance

TrueBlue provides all benefit-eligible employees with company paid life and accidental death and dismemberment (AD&D) insurance of one times your base salary, up to \$50,000. You also have the option to purchase voluntary life and AD&D insurance for you, your spouse and/or your children.

## Employee Assistance Program

The employee assistance program (EAP) is available to all benefit-eligible employees and their dependents. It provides a free, confidential resource to assist on a wide variety of topics, such as finding a babysitter, divorce, addiction and recovery, budgeting, parenting and more.

## TrueBalance Wellness Program

Through our interactive points program, employees have the opportunity to receive rewards for improving your well-being. Earn points for participating in challenges, tracking your physical activity, completing health screenings and more.

## Paid Holidays

TrueBlue observes six paid holidays and one floating holiday.

## Flexible Spending Accounts

You can set aside pre-tax dollars in a Flexible Spending Account (FSA) to pay for qualified health care expenses, child care and elder care.

## Paid Time Off

Employees in non-exempt positions who work 30 hours per week accrue up to 15 days of paid time off (PTO) per year (prorated based upon hire date). Employees in an exempt position accrue up to 20 days of PTO per year (prorated based upon hire date). You may begin using PTO at your time of hire. Number of days increase based on tenure.

## Health Savings Account

You can set aside pre-tax dollars in a Health Savings Account (HSA) to pay for qualified health care expenses when you enroll in the IRS-qualified Value Consumer-Directed Health Plan (CDHP). TrueBlue will also make a contribution of \$19.23 per paycheck (\$500 annually) in 2023.

## 401(k) Plan

Full-time employees become eligible for the 401(k) plan the first of the month following their date of hire. Part-time employees become eligible the first of the month following completion of 1,000 hours of service. If hired on the first of the month, eligibility is first of the following month. TrueBlue offers a discretionary annual company match. Historically, the match has been 25% of employee contributions. You become fully vested in the match after five years of service. Employees who are highly compensated, as per the IRS definition, are not eligible to contribute to the 401(k) plan.

## Non-Qualified Deferred Compensation

Full-time highly compensated employees who aren't eligible for the 401(k) plan become eligible as of date of hire for the non-qualified deferred compensation plan (NQDCP).\*\* Historically, TrueBlue offers a discretionary annual company match which is double the rate of the 401(k) match, up to the 401(k) annual contribution limit as specified by the IRS. For example, if the 401(k) match has been 25%, the NQDCP match has been 50% of employee contributions. You are immediately fully vested in the match.

## Employee Stock Purchase Plan

You can purchase TrueBlue stock at a 15% discount off the market purchase price through a convenient (post-tax) payroll deduction. You are eligible for the Employee Stock Purchase Plan (ESPP) on the first of the month following six months of full-time employment.

## Accident, Critical Illness and Hospital Indemnity

These plans complement your medical coverage and help you cover out-of-pocket costs related to a covered accident, critical illness or hospitalization. For anyone enrolled in the Consumer Driven Health Plan, TrueBlue pays for Accident and the base level of Critical Illness.

## Universal Life Coverage

While traditional life insurance pays a benefit upon your death, this permanent insurance plan can help pay expenses while you are living through its cash value with a guaranteed 3% interest rate.

## Legal Insurance

A voluntary benefit available that provides legal counsel for you and your family.

## Family Resource

Caregiving support for child, pet, and/or elder caregiving needs. Available to anyone an employee provides caregiving assistance to.

## Identity Protection

Protect yourself and your loved ones with advanced identity monitoring, credit monitoring and full service remediation support.

## Parking and Transit

All employees are eligible to pay for parking and transit expenses with pre-tax dollars.

## Employee Discount Program

TrueBlue has partnered with LifeMart to offer a comprehensive corporate discount program to our employees.

## Health Support

For those enrolled in the Cigna medical plans, there are additional partnerships to round out the medical plan. These include virtual physical therapy, support for those who are pre-diabetic, maintaining diabetes, maintaining hypertension or weight management, support for digestive needs, as well as support for family planning and after.

## Telemedicine

All our medical plans provide Telemedicine Support through Telehealth and Virtual connections. These are convenient, cost-effective ways to access medical advice from U.S. board-certified doctors via your mobile device or computer.

## Mental Health Support:

Our medical plans offer Mental Health Support through the Ginger App. Ginger offers confidential, on-demand emotional support for life's challenges through personalized coaching - all from the privacy of your smartphone. Coaches provide real-time support through text-based chats, day or night, 365 days a year.

## Loan Program

TrueBlue offers a loan program to employees after 12 months of service. This is a short-term loan program that is payable through payroll deductions.

## Financial Tool

All benefit-eligible employees can access Fidelity's Global Wellness financial program to help get back on track with your money.

## Pet Insurance

TrueBlue offers discounted insurance for your beloved pet whether injured or ill.

## Extras

TrueBlue offers additional benefits to protect you and your family such as Cancer Detection, Hearing Aid Discounts, Travel Accident/Assistance, and Home & Auto Insurance Discounts.

\*Benefits are effective on date of hire, though it may take 2-3 weeks for all the information to be loaded with the insurance carriers. Your coverage effective date will be retroactive to your start date. This document is only a general overview of the plans offered in the U.S. and does not constitute an offer of coverage. Once hired, you will receive a copy of the full benefit guide in your onboarding materials.

\*\*Final eligibility based on plan rules and IRC 409a; not all highly compensated employees may be eligible as written here, i.e. some rehires.