

TRINET BENEFITS SNAPSHOT

TRINET IS A COMPANY COMMITTED TO OFFERING A BENEFITS PACKAGE THAT PROVIDES SECURITY AND WELL-BEING TO ITS COLLEAGUES AND THEIR ELIGIBLE DEPENDENTS.



Learn more at [TriNet.com/Careers](https://www.trinet.com/careers)

*Regular full-time colleagues are defined as "regularly scheduled to work 30 hours or more per week."

USA version

**YOUR BENEFITS
AND WELLNESS
MATTER**



INSURANCE COVERAGE CHOICES

TriNet-sponsored benefit offerings provide flexibility in plan options and costs for medical, dental, and vision insurance programs. TriNet contributes on average over 75% of the cost of colleague and dependent benefits. Plan options include our national provider Aetna with plan choices for PPO, HDHP with HSA, and EPO, or our regional Kaiser HMO plan for those living in California and Hawaii.

TriNet provides colleagues with multiple resources to utilize, including the Aetna Concierge, Kaiser Member services and HealthAdvocate.

401(k) RETIREMENT AND EMPLOYEE STOCK PURCHASE PLAN (ESPP)

TriNet's retirement plan is administered by T. Rowe Price. TriNet will match 100% of a colleague's contribution up to 4% of eligible compensation, and 100% of the company match vests immediately.

TriNet's ESPP is administered by Charles Schwab. The ESPP gives colleagues the opportunity to purchase TriNet stock through payroll deductions at a 15% discount from the fair market value of the lesser of the closing stock price on the first day of the Offering Period or the last day of the Offering Period.

COMPANY-PAID SHORT/LONG-TERM DISABILITY AND LIFE AND ACCIDENTAL DEATH & DISMEMBERMENT (AD&D) COVERAGE

TriNet pays 100% of the cost for short and long-term disability AND basic life and AD&D coverage at two times your Annual Base Benefits Rate for full-time colleagues.* Coverage ranges from a minimum of \$100,000 to a maximum of \$1 million.

PAID TIME OFF (PTO)

TriNet allows for flexibility in taking time off. For the first three (3) years of employment, a full-time colleague may earn up to 136 hours of PTO per year. In addition, TriNet offers 48 hours of Paid Sick and Family Care Leave per year plus one (1) Paid Personal Floating holiday. TriNet provides for 24 hours Paid Voting and Civic Volunteer Time Off.

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TRINET OFFERS TO ALL FULL-TIME COLLEAGUES:

- Aetna Medical, Dental, Vision Coverage:
 - In-network mental health benefits covered at 100%
 - \$0 preventive generic prescription cost
 - Fertility benefits reimbursement up to \$25,000 per year, plus an additional \$10,000 in related pharmacy cost
 - In-network hearing aid benefits covered up to \$4,800 every 24 months
 - Travel benefit reimbursement up to \$4,000 per occurrence for covered services not available within certain range
- Eleven (11) observed company paid holidays and one (1) paid personal floating holiday per year
- Paid time off (PTO), paid sick and family care time, paid voting and civic volunteer time
- Paid parental leave
- Supplemental Life and AD&D options
- Spending accounts: healthcare, dependent daycare and commuter
- Health savings accounts with a company contribution
- Voluntary benefits (legal plan, pet insurance, critical illness, accident insurance, hospital indemnity, auto and home insurance, personal excess liability insurance and identity theft protection)
- Wellness programs including Employee Assistance Program (EAP), wellness incentives, financial planning assistance, Care.com and Weight Watchers
- Adoption assistance
- HealthAdvocate
- Maven
- Educational assistance
- Colleague recognition and referral programs
- TriNet Perks (merchant discounts)
- Business travel accident insurance

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