TriNet is committed to offering a benefits package that provides security and well-being to its colleagues* and their eligible dependents.

INSURANCE COVERAGE CHOICES
TriNet-sponsored choices provide flexibility in type and cost for medical, dental and vision insurance programs from two leading insurance providers. TriNet covers on average over 80% 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 health advocacy plus telehealth services.

401(K) RETIREMENT & 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, with 100% of the company match vesting 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. Deductions are calculated based on pre-tax compensation and are processed on an after-tax basis.

*Eligibility rules vary for each benefit and some are only available to full-time colleagues.
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 or a flat rate of $100,000. Coverage ranges from a minimum of $100,000 and maximum of $1 million.

PAID TIME OFF (PTO)
TriNet allows for flexibility in taking time off. For the first three years of employment, a colleague may earn up to 17 days of PTO per year. In addition, TriNet offers five days of paid sick and family care leave per year plus one (1) paid personal floating holiday.

TRINET OFFERS TO ALL FULL-TIME COLLEAGUES ACCESS TO:

- **Aetna medical, dental, and vision coverage**
  - In-network mental health benefits covered at 100%
  - $0 preventive generic prescription cost
  - Infertility benefits reimbursement up to $25,000 per year, plus an additional $10,000 in related pharmacy costs
  - 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
  - Health savings account (HSA)

- **401(k) & Employee Stock Purchase Plan (ESPP)**

- **A total of 11 observed company-paid holidays and one paid personal floating holiday per year**

- **Paid time off (PTO) and paid sick & family care time**

- **Paid parental leave**

- **Company-paid income protection benefits of short- and long-term disability, basic life and AD&D insurance**

- **Supplemental life and AD&D options**

- **Flexible spending accounts (FSA) & commuter benefits**

- **Voluntary benefits** (MetLife legal plan and pet insurance, Aflac critical illness, accident insurance, hospital indemnity, Farmers GroupSelect™ auto and home insurance, Chubb personal excess liability insurance, IdentityForce identity theft protection)

- **Wellness and additional benefit programs** (Colleague assistance program (EAP), wellness incentive, financial planning program, caregivers benefits, adoption assistance and health advocate services)

- **Educational assistance**

- **Colleague recognition and referral programs**

- **TriNet Marketplace** (merchant discounts)

Learn more at TriNet.com/Careers

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