



# BENEFITS SUMMARY



At TrueBlue and affiliated companies, TBI Outsourcing, PeopleReady, SMX, and Spartan Staffing, 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. 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).

## Health and Welfare Insurance Package

The Health and Welfare Insurance Bundle offers our benefit-eligible employees Medical, Dental, and Vision Coverage, Basic Life Insurance, and an Employee Assistance Program.

This package offers freedom to choose your in-network medical, dental, and vision providers. The included telehealth program provides members with access to non-emergency medical care through virtual visits.

## 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.

## Short-Term Disability

Benefit-eligible employees who have lost their income due to an illness or accident that is not related to their work or automobile accident receive the Temporary Non Occupational Disability Insurance (SINOT in Spanish) from the state. This benefit will provide you with 65% of your basic weekly earnings, up to a maximum of \$113 weekly, for 26 weeks.

## 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.

## 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.

## Cancer & Genetic Screening

An innovative and proactive approach to genetic testing that gives you and your family members peace of mind for the future. This voluntary benefit is paid for by you.

## Identity Protection

Coverage you may elect to protect yourself and your loved ones with advanced identity monitoring, credit monitoring, and full service remediation support.

## Legal Insurance

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

## Employee Discount Program

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

## Loan Program

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

## 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.

## Retirement Savings Plan

Full-time employees are eligible to join our Employee Savings Plan to help you save and invest money for retirement, while providing tax advantages for you and your family. TrueBlue offers employer contributions to our vested employees.

## Vacation Time

All eligible employees will accrue a minimum of 2 weeks vacation (some may receive more depending on your service line and location). The amount of vacation time accrued increases for all employees based on tenure.

Paid holidays are also provided based on employee eligibility and location.

\*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 Puerto Rico and does not constitute an offer of coverage. Once hired, you will receive a copy of the full benefit guide in your onboarding materials.