



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, including domestic partners.

TriNet offers all regular, full-time colleagues:¹

- Medical/Dental/Vision Insurances
- 401(k) Retirement Plan
- Ten (10) Paid Holidays
- Paid Time Off (PTO)
- Flexible Spending Accounts (FSA)
- Life/AD&D Insurance
- Short/Long-Term Disability
- Best Doctors Second Opinion Service
- Paid Parental Leave
- Colleague Assistance Program
- Health and Wellness Programs
- Voluntary Benefits (through Metlife and Aflac)
- PTO for Volunteer Services
- Insurance Discounts via Payroll Deductions (Auto, Home and Pet)
- WageWorks Commuter Program
- Colleague Recognition Program
- Colleague Referral Programs
- TriNet Marketplace (Merchant Discounts)

INSURANCE COVERAGE CHOICES

Coverage choices provide flexibility in the type and cost of colleague benefits. TriNet's medical, dental and vision plans offer a wide range of benefit options. Depending on the plan you select, TriNet may cover up to 90% of the cost of colleague benefits and up to 80% of the cost toward coverage for dependents. Plan choices include PPO, HDHP and HMO plans from leading medical, dental and vision providers.

SHORT/LONG-TERM DISABILITY AND LIFE AND AD&D COVERAGE

TriNet pays 100% of the cost for short- and long-term disability coverage for full-time colleagues. TriNet also provides company-paid Basic Life and AD&D coverage in the amount of two times your annual base benefits rate (defined as base salary, commission and bonus), with minimum coverage of \$100,000 and maximum coverage of \$1 million.

401(K) RETIREMENT PLAN

TriNet's 401(k) Savings Plan is administered by Transamerica, and enrollment is automatic at 4% contribution, unless a colleague declines participation or elects a different contribution rate. Through payroll deduction, a colleague may elect to make pre-tax contributions, Roth contributions or a combination of both. TriNet will match a colleague's contribution up to 4% of cash compensation, and 100% of the employer match vests immediately.

PAID TIME OFF (PTO)

The PTO program at TriNet allows for flexibility in taking time off. For the first three (3) years of employment, a full-time colleague may earn up to seventeen (17) days of PTO per year.

¹Regular full-time colleagues are defined as "regularly scheduled to work 30 hours or more per week".

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