



YOUR TOTAL REWARDS

BENEFITS SUMMARY: REGULAR FULL-TIME TEAM MEMBERS

Effective 1/1/2021



The following information provides a brief description of the Total Rewards program available to U.S. based regular full-time team members of Grainger. This is intended for use only as a summary; for more information go to www.graingertotalrewards.com.

HEALTH AND WELFARE BENEFITS



ELIGIBILITY

As an eligible team member you may choose to enroll yourself and your eligible dependents in medical, dental, vision, dependent care and/or dental/vision FSA and life/AD&D insurance effective your date of hire. All enrolled dependents must be verified as eligible through the dependent verification process.

ENROLLMENT

If you enroll within your first 31 days of hire, your coverage becomes effective on your first day. If you do not enroll within your first 31 days of hire, you will need to wait to enroll until the next annual open enrollment, unless you experience a qualified coverage change event (new baby, marriage, divorce, etc.). Go to [Your Benefit Resources](#) to enroll.

MEDICAL PLAN

Eligible team members have a choice between at least three medical plan options (Platinum, Gold and Silver) offered by [Aetna](#), [Blue Cross Blue Shield \(BCBS\)](#) or [United HealthCare \(UHC\)](#) depending on what state you live in.

All medical options offer in-network and out-of-network medical and behavioral health benefits; benefits are significantly higher for network providers. [Doctor On Demand](#) provides convenient virtual healthcare 24/7/352 days a week via smartphone, tablet or computer. [2nd.MD](#) offers expert medical opinion regarding diagnosis, surgery and/or treatment plan. In-network preventive medical benefits are covered at 100% under all plans. If you enroll, the average cost of medical is shared by you (20%) and the company (80%).

Prescription Drug Program

All medical plan options use the [Express Scripts](#) network of retail pharmacies or home delivery to fill your prescription needs.

DENTAL PLAN

Most team members will be offered two dental plans available through [Aetna](#) – a PPO and a DMO if available in your state. If you enroll, the average cost of dental is shared by you (40%) and the company (60%).

VISION CARE PLAN

There are two Vision Care Plan options available through [EyeMed](#). If you enroll, the cost of the Vision Care plan is paid by you on a pre-tax basis.

LIFE AND AD&D INSURANCE

You will automatically be enrolled in company-paid Basic Life and AD&D insurance coverage. The cost of this insurance is paid by the company.

You may enroll in additional Optional AD&D and/or Optional Life Insurance effective your first day of employment or date of approval once evidence of insurability (EOI) is proven, if required.

Dependent AD&D and/or Life Insurance is available for your eligible dependent children (no EOI required) and/or spouse/domestic partner effective your first day of employment or date of approval once EOI is proven, if required. If you enroll, the cost of Optional and Dependent AD&D and/or Life Insurance coverage is paid by you.



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DISABILITY COVERAGE

Short Term Disability (STD) after a 7-day benefit elimination period, this plan provides 25 weeks of income protection when you are temporarily unable to work for a continuous period of time (not to exceed 26 weeks) due to a non-occupational illness or injury. You are automatically enrolled in this plan and the cost of this coverage is paid by the company. You'll receive 60% of your pay in service year one and then 100% for 2 weeks for every year of service after year one, up to 25 weeks.

The Long Term Disability (LTD) plan provides 60% of your average monthly earnings, during an extended disability lasting more than 26 weeks. If you enroll, the coverage becomes effective on your date of hire. The cost of this coverage is paid by you.

FLEXIBLE SPENDING ACCOUNTS (FSA)

Grainger offers a Dependent Care FSA to use pre-tax dollars to pay for eligible day care expenses for your dependents while you work and a Dental and Vision FSA to use pre-tax dollars to pay for eligible dental and vision expenses. If you enroll, you will be eligible to contribute to the FSA the first of the month following your enrollment providing you enroll within your enrollment period.

PAID TIME OFF (PTO)

Grainger offers a PTO bank of hours for team members to use for vacation, sick and personal paid time off. The schedule increases by increments of 5 years of service and is accrued monthly. You are automatically eligible to begin participating in the PTO program the first day of the month following your date of hire (or your date of hire if it is the first calendar day of the month).

HOLIDAYS

You may be eligible upon hire to receive pay based on your work schedule for up to six company holidays per year.

ADDITIONAL BENEFITS

Grainger offers a number of additional company benefits such as EAP and Work/Life services, Matching Charitable Gifts, Adoption Assistance and many other programs (each program may have specific eligibility requirements). There are also a number of voluntary benefits you may enroll in such as LifeLock, MetLife Legal Plans, Critical Illness Insurance, Hospital Indemnity, Group Accident and other plans. The company does not contribute to, sponsor or administer the voluntary benefit programs. Your participation is strictly voluntary. A list of the additional benefit programs and information about the voluntary benefit plans can be found on www.graingertotalrewards.com.

RETIREMENT



RETIREMENT SAVINGS PLAN

The Retirement Savings Plan is one of the best long-term savings plans in the nation.

- Grainger will contribute 6% of eligible pay to all U.S active eligible team members' 401(k) accounts. The guaranteed 6% is a fully-vested direct contribution to team members' retirement accounts made every pay period. Team members will receive the 6% company contribution whether or not they contribute to the plan.
- Team members can make elective pre-tax and/or Roth after-tax contributions up to the annual IRS limit. If team members are age 50 or older during the year, they can make additional catch-up contributions. Team member contributions are always fully vested.
- In order to encourage team member investment in their financial future, newly hired team members will be auto-enrolled to contribute 3% of their pre-tax pay into their 401(k) with the first pay period.
- Grainger will increase team members' contributions by 1% each year up to 6% to assist team members in meeting their future retirement goals.
- Team members have the option to opt out, increase or decrease elective deferrals and annual increase features at any time.

Sign up for online access by going to retirementplans.vanguard.com. The Retirement Savings Plan number is 093114.

The information contained herein is subject to change without notice. Final determination of the benefits described herein will be governed by the provisions of the plan documents pertaining to the various benefit programs.

**TOTAL
REWARDS**

FOR EVERYTHING YOU DO

GRAINGER
FOR THE ONES WHO GET IT DONE