

Benefits to support our people's well-being

We offer comprehensive benefits to support the physical, financial and emotional well-being of our employees, including:

- A retirement savings plan with company matching contributions
- A variety of health plans for employees and their families
- Flexible work hours
- Paid time off for vacation, holidays, parental leave and more
- Reimbursements for healthy lifestyle programs, tuition and professional development opportunities
- Access to our Employee Assistance Program, which provides employees and their families with free, confidential counseling 24/7 on personal and work-life issues
- Free preventive health services, including biometric screenings, flu shots and mammograms
- Opportunities to participate in well-being competitions, including the annual HealthyWage Weight-Loss Challenge and employee appreciation events
- Scholarships for children of employees, awarded by the Medline Foundation
- \$400 to assist with work-from-home set up as a result of the COVID-19 pandemic, plus standard equipment like monitors and keyboards



COVID-19 care packages

To help employees keep themselves and their families safe during the first and second waves of the pandemic, we created care packages filled with masks, gloves and hand sanitizer. The care packages were shipped to the homes of more than 18,000 employee homes—a gift totaling more than \$500,000.



Offering growth opportunities through our rotational assignment program

Enabling employees to grow as people and professionals is vital to fostering well-being. That's why we're committed to helping our employees develop new talents and skills so that they can continue to grow both professionally and personally. One of the ways we do this is through our rotational assignment program.

The rotational program allows new hires to gain experience in various roles before ultimately deciding on a permanent career path. Rotational opportunities are available in various divisions and provide our employees with broad and valuable experiences across the company. Rotational employees can participate in as many rotations as they would like to allow for maximum exploration.

Supporting employees through the Medline Foundation

The Medline Foundation is an independent 501(c)(3) private foundation sponsored by Medline Industries, Inc., dedicated to supporting both Medline employees and the broader community. The Foundation offers two distinct programs that support the safety, equity, and betterment of US Medline employees and their families—the Employee Disaster Relief Program and the Scholarship Program.



Medline Foundation Scholarship Program

Created to assist dependent children of our employees, the Medline Foundation offers scholarships to those planning to enroll full-time at an accredited two- or four-year college, university or vocational school. In 2020, we granted 140 scholarships totaling \$556,000.



Employee Disaster Relief Program

Established to provide short-term financial assistance to employees experiencing financial duress due to unexpected events, our Employee Disaster Relief Program supported 18 employees experiencing hardship in 2020 with support exceeding \$65,000.

Our global impact at a glance

Together with our international partners, here's what we accomplished in 2020

9 years

Medline has been named a Chicago Tribune Top 100 Place to Work



\$494,382

in employee health club reimbursements processed in 2020



\$65,088

distributed through the Medline Foundation Employee Disaster Relief Program in 2020



\$556,000

in scholarships awarded to children of employees in 2020

