

benefits by randstad overview.

Our goal is to attract the best talent possible. In doing so, we strive to provide you with a comprehensive and competitive benefits package!

we are excited to share with you a preview of benefits by randstad.

let's get started!



take care of your health.

Randstadgo offers countless resources and opportunities to prioritize your and your family's health and wellness needs with our complimentary, holistic wellness program.

Medical & Prescription Drug benefits through Cigna's medical coverage and Express Scripts' prescription drug coverage offer preventive care and options to fit your needs. Choose from four plans, including the Enhanced, Standard, Standard Value, or the High-Deductible Health Plan (HDHP) Choice Fund Health Savings Account (HSA).

MetLife Dental coverage includes diagnostic and preventive care, basic and major services, and orthodontics.

EyeMed coverage includes eye exams, lenses, frames, contact lenses, discounts on laser vision correction and hearing exams, and a diabetes vision care program.

EAP+Work/Life Support helps you and anyone in your household lead a happier, more productive life at work and home. Enjoy free, confidential counseling sessions with a licensed clinician and support with a variety of work/life needs.

RethinkCare provides parents raising children with developmental, learning, social, or behavioral disabilities with free access to resources and behavioral experts.

Omada Health is a digital diabetes prevention program that gives you the tools and support you need to take control of your health. It is free to all Cigna members and dependents who meet the eligibility requirements.

Critical Illness Insurance through Aflac helps you pay the costs of a covered critical illness, such as heart attack, stroke, major organ transplant, and cancer.

Hospital Indemnity Insurance through Aflac pays you cash benefits for hospital admission, confinement and much more.

Accident Insurance through Aflac provides you with a cash benefit in the event of a covered injury, so you can focus on recovery instead of your finances.

Alight Benefit Pro, through your Benefits web portal, provides a benefits professional to help you with your healthcare needs, claim issues, find network doctors and more!



reduce your taxes.

[Health Savings Account \(HSA\)](#) is a triple tax-advantaged account available to those enrolled in the Cigna HDHP Choice Fund HSA. It can be used to pay for eligible healthcare expenses like deductibles and prescriptions.

[Health Care Flexible Spending Account \(HCFSA\)](#) saves you money by setting aside pre-tax dollars from your paycheck to pay for eligible health care expenses not covered by your medical, dental or vision plans.

[Limited Health Care Flexible Spending Account \(LHCFSA\)](#) is available for those enrolled in the Cigna HDHP Choice Fund HSA medical plan. You can contribute to an LHCFSA to pay for eligible dental and vision expenses, not medical expenses.

[Dependent Care Flexible Spending Account \(DCFSA\)](#) will help you pay for dependent day care for children up to age 13 or for elder care with pre-tax dollars while you (and your spouse/domestic partner) are working and/or attending school full-time.

[Pre-Tax Commuter and Parking Benefits](#) allow you to save money on federal (and some state) taxes if your travel to work uses public transportation or public parking.

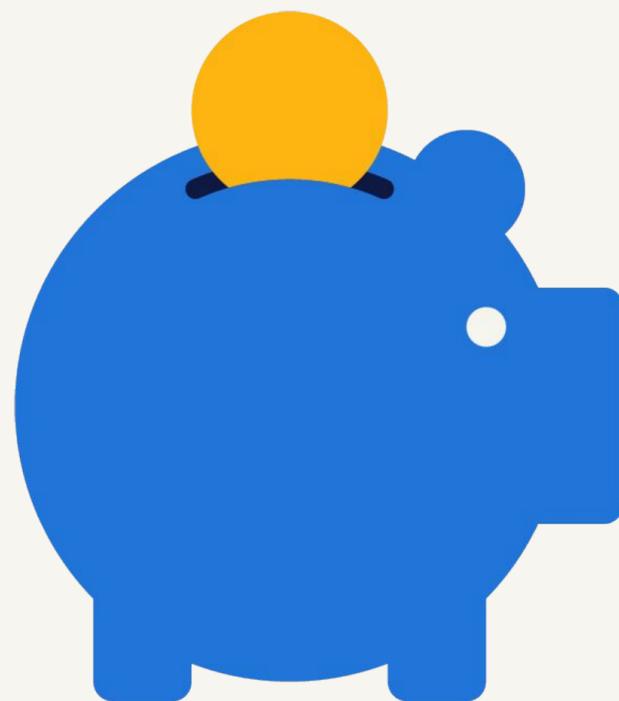
build your financial wellness.

[401\(k\) Plan](#) is offered to employees the first of the month following 90 days of service. Thereafter, you can contribute to the plan as soon as administratively feasible. Randstad provides a match; details are available at time of eligibility.

[Employee Share Purchase Plan \(SPP\)](#) allows you to contribute to Randstad's continued success by purchasing Randstad shares with up to 5% of your earnings through after-tax payroll deductions with no transaction costs.

[Employee Perks](#) are brought to you by Randstad's Benefits Department. Enjoy exclusive discounts with various vendors on a wide variety of retail brands, merchandise and services.

[Allstate Identity Protection](#) provides comprehensive protection that goes far beyond credit monitoring and free breach solutions. Their identity and credit monitoring solutions detect, intercept and remediate the misuse of personal information that puts your identity at risk.



protect your future.

Life Insurance and AD&D is provided by Randstad at no cost to you. Enroll in MetLife voluntary life and/or accidental death and dismemberment (AD&D) insurance for yourself and your dependents.

Disability Insurance is provided by Randstad at no cost to you for Short-Term Disability and Long-Term Disability. These plans provide a percentage of your income when you cannot work due to a qualified disability.

AIG Business Travel Accident Coverage includes a full range of services that assists with the uncertainties of business travel.

Cigna Global Health Plan is provided by Randstad at no cost to you and includes coverage for medical security and concierge services when you travel on business internationally.

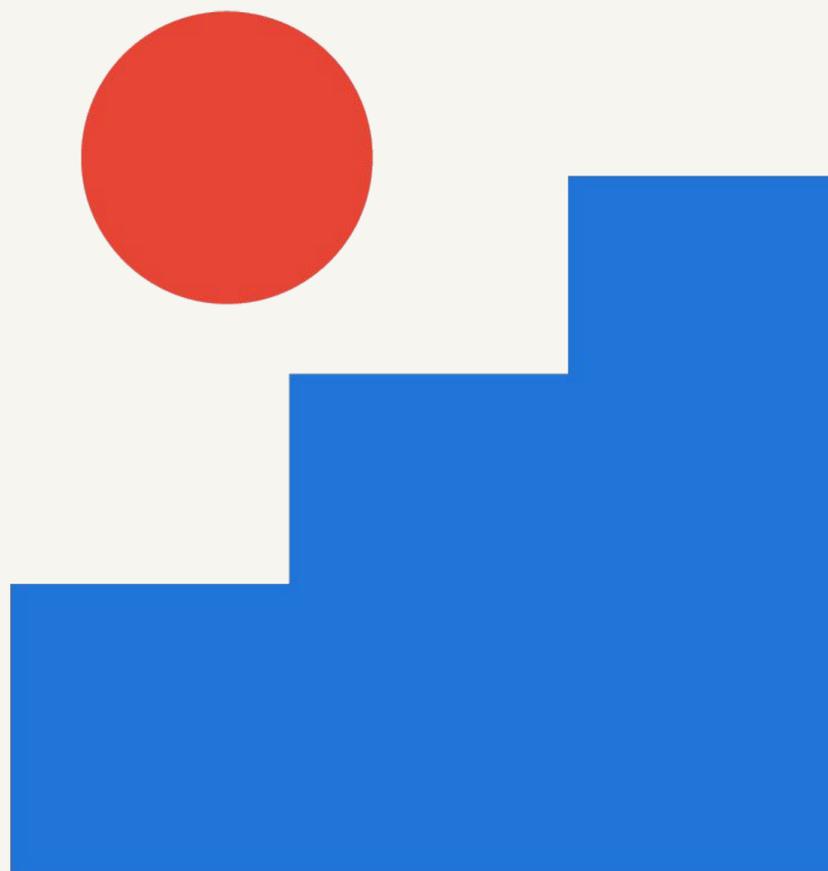
Metlife Legal Plan offers you and your family convenience and comfort in knowing you have access to a variety of prepaid personal legal services, including telephone or in-person consultations, document preparation, and representation in a variety of frequently needed legal matters.

further your career.

Randstad University facilitates your growth and development with an extensive catalog of self-paced courses and live sessions to help you reach your potential.

Continuing Education benefits allow you to take advantage of tuition discounts with a variety of learning partners.

Business Resource Groups (BRGs) are here to inspire you, help you build a sense of community, and foster an inclusive work environment that embraces diversity.



want more information?

Connect with your recruiter for more information about Benefits by Randstad.

This document is provided to help prospective internal associates better understand our benefits. It does not guarantee coverage under a plan and does not provide complete descriptions of Randstad's benefit plans. Randstad reserves the right to change these plans at any time. In all cases, the formal Plan Documents will govern.