



## 2024 U.S. Benefit Highlights for Robert Half Employees

Robert Half’s benefits are designed to cover all aspects of your life — physical, emotional and financial. We offer a comprehensive suite of programs to employees who work a minimum of 20 hours per week. Please read on to see how our programs\* can help you and your family stay healthy, balanced and happy.

### MEDICAL COVERAGE

You can choose one of four different medical plan designs:

- \$400 Deductible Plan
- \$900 Deductible Plan
- \$1,600 Deductible Plan (HSA-compatible plan)
- \$2,500 Deductible Plan (HSA-compatible plan)

Each medical plan option is provided by multiple carrier networks. Depending on your location, you can choose Anthem, Cigna or Kaiser (only available in CA, CO, GA, HI, OR, WA and the mid-Atlantic region).

### HEALTH SAVINGS ACCOUNT (HSA)

If you enroll in the \$1,600 Deductible Plan or the \$2,500 Deductible Plan, you’ll be eligible to open a Health Savings Account, or HSA. With the HSA, you can save pre-tax money to help pay for eligible health care expenses and Robert Half will match a portion of your HSA contribution. Contributions are subject to IRS limits.

### DENTAL COVERAGE

You can choose from two different dental plans through Delta Dental: Enhanced or Standard. Both plans cover the same types of dental services, including 100% coverage for two preventive care exams/cleanings each year. The Enhanced plan provides a higher calendar-year maximum and orthodontia coverage for members under age 19.

### VISION COVERAGE

You can choose vision coverage through two providers: Vision Service Plan (VSP) or Davis Vision by MetLife who both offer nationwide in network providers. You’ll receive annual eye exams and glasses or contacts every other year. Note: If you enroll in a Kaiser medical plan, you’ll receive some vision care coverage through that Kaiser plan.

### EMPLOYEE ASSISTANCE PROGRAM (EAP)

The EAP offers up to 10 free counseling sessions and referrals for employees and their household members. These confidential services include: marriage and family counseling, parental guidance, life coaching, legal consultation and emotional or mental health assistance.

### PAID PARENTAL LEAVE (PPL)

In support of working parents, you can take six weeks of paid parental leave to welcome a new addition to your family. A new addition includes the birth of a child(ren), or the placement of a newly adopted or foster child(ren). Employees must have one year of service to be eligible.

### SUPPORT FOR FAMILIES

We offer a specially designed package to support working caregivers. Programs include: Up to 15 days of Backup Child and Elder Care, Academic Support and Tutoring, College admissions coaching, referrals and discounts for Primary Child Care and Qualified Sitters and Nannies, and Camps, Virtual Mindfulness and Yoga Classes, and a Support for Families Guide.

## TOOLS TO HELP MANAGE YOUR HEALTH

### Health Advocate

Personal health advocates can assist you and your family (parents/in-laws included) to review your medical plan options and coverage, find providers, understand treatment options, resolve claims/ billing issues and even get help with Medicare questions.

### Teladoc Medical Experts

Receive diagnostic reviews and second opinions from some of the country’s premier physicians to ensure you get the most appropriate care for your situation. They can also help you find the best doctor to help treat your particular illness or injury, offer decision support and guidance during a medical emergency, and provide quality care and an action plan for family members struggling with mental or emotional health issues. The benefit is available to enrolled employees and dependents as well as parents and parent-in-laws. (Available to those enrolled in a Robert Half medical plan.)

\* These highlights are intended to provide a high-level description of these benefits. It is not an exhaustive list and some benefits may not be available to all employees.

## FLEXIBLE SPENDING ACCOUNTS

Flexible Spending Account (FSA) plans let you set aside pre-tax payroll contributions for certain out-of-pocket expenses. Eligible expenses must be incurred during the calendar year in which you participate, and any unused money is forfeited at the end of the calendar year per IRS regulations.

<b>Dependent Care FSA</b>	<ul style="list-style-type: none"> <li>Contribute up to the annual IRS limit</li> <li>Can be used to pay for child care or adult care services for eligible dependents so you and your spouse can work</li> <li>Available to all benefits-eligible employees</li> </ul>
<b>Health Care FSA</b>	<ul style="list-style-type: none"> <li>Contribute up to the annual IRS limit</li> <li>Can be used for eligible out-of-pocket medical, prescription drug, dental and vision expenses for you and your covered dependents</li> <li>Available to all benefits-eligible employees, excluding participants enrolled in an HSA-compatible medical plan</li> </ul>
<b>Limited Use Health Care FSA</b>	<ul style="list-style-type: none"> <li>Contribute up to the annual IRS limit</li> <li>Can only be used for eligible dental and vision expenses until you meet the IRS deductible limit; then, funds can be used for medical expenses as well</li> <li>Available only to participants who elect an HSA-compatible medical plan</li> </ul>

## DISABILITY COVERAGE

The company pays the full cost of short-term disability and basic long-term disability. If you're unable to work due to a qualified illness or injury:

- Short-Term Disability provides a tax-free benefit of 70% of your base pay for days 8 – 90; and 60% of your base pay for days 91 – 180. The benefit is capped at \$3,500 per week.
- Basic Long-Term Disability (LTD) provides a tax-free monthly benefit of 60% of your base pay and bonuses after 180 days of continuous disability. The monthly benefit is capped at \$15,000.
- Supplemental Long-Term Disability allows you to purchase additional coverage to increase your Basic LTD benefit to 66.7% of your base pay and bonuses. The monthly benefit is capped at \$25,000.

## LIFE AND ACCIDENT INSURANCE

The Company pays the full cost of Basic Life Insurance and Basic Accidental Death and Dismemberment (AD&D) Insurance. The benefit for each plan is equal to two times your base pay and bonuses, up to \$1 million. You can also purchase additional supplemental coverage for yourself, your spouse and your child(ren).

## COMMUTER BENEFITS

Beginning on your date of hire, you can set aside pre-tax payroll contributions to help you pay for work-related commuting costs, including public transportation, vanpools and parking.

## MILITARY TIME OFF (MTO) & DIFFERENTIAL PAY

Employees who are members of the Uniformed Services are eligible for 20 days of MTO to attend to annual service-related obligations, and up to six months of differential pay during a long term Military Leave for Active Duty.

## SOFI

You'll have access to the SoFi financial platform, as well as exclusive rates and cash incentives on loans. Whether you want to reduce student loan debt, understand home refinancing, monitor your credit scores, or learn about 529 college savings plans, SoFi can help.

## VOLUNTARY BENEFITS

You also have the option to purchase a number of voluntary products to supplement your other benefits:

- Hospital indemnity insurance
- Accident insurance
- Critical illness insurance
- Universal life insurance
- Legal benefits
- Identity theft protection
- Auto and home insurance
- Pet insurance

## DISCOUNT MALL

This benefit through PerkSpot offers you 24/7 access to exclusive discounts and offers from hundreds of local and national merchants.

## MATCHING GIFTS PROGRAM

The Matching Gifts Program provides an opportunity for you to increase the impact of your contributions to eligible nonprofits. Robert Half will match contributions up to a total of \$1,500 per eligible employee per calendar year. An additional \$500 in Matching Gifts is available for select Diversity, Equity & Inclusion partner organizations, increasing your annual total to \$2,000.

## 401(K) SAVINGS PLAN

Save for retirement by contributing to the 401(k) Plan right from your paycheck. Robert Half makes it easy by automatically enrolling you at a 6% contribution rate (base salary only) unless you opt out within 35 days of your hire date. We offer pre-tax, Roth and after-tax options. After 12 months of service, Robert Half matches 100% up to 3% of eligible earnings per pay period while you contribute pre-tax and/or Roth 401(k) contributions. You will be 100% vested after three years of service.

## CHOICE TIME OFF (CTO) & HOLIDAYS

Employees receive 17 days of CTO during their first year and additional CTO is earned based on tenure. CTO can be used for any reason. Eight designated holidays are also provided each calendar year plus three additional days called "Your Holiday" that can be used to celebrate days that matter most to you like cultural observations, mental health days or personal celebrations.

## ADOPTION ASSISTANCE PROGRAM

You're eligible for an adoption assistance benefit, which reimburses up to the IRS annual limit for eligible adoption expenses.

## TUITION ASSISTANCE

Employees scheduled to work 30+ hours per week are eligible for tuition assistance beginning on January 1 following their one-year anniversary date.

## REMOTE, MOBILE AND CONNECTIVITY ALLOWANCE

Employees receive a \$200 payment on their first paycheck after the month of hire and \$35 per bi-weekly paycheck (or \$17.50 if paid weekly) to enhance the remote working experience.

If there is any discrepancy between the information presented here and the applicable official plan document, the official plan document will govern how your benefits are determined and administered. Robert Half reserves the right to terminate, suspend, withdraw or modify the benefits described in this document, in whole or in part, at any time.