



U.S. PARTNER BENEFITS OVERVIEW

*We call our employees **Partners**



MEDICAL INSURANCE

We have three options through Regence Blue Cross Blue Shield: two High Deductible Health Plans (HDHP) and one PPO plan. Choose the best fit for your family!



HSA/FSA

Health Savings Accounts (HSA) are provided when partners elect a Medical HDHP plan. Truckstop contributions are prorated from your start date and are contributed per pay period.

Partners have the option to create a Flexible Spending Account (FSA) with pre-tax contributions for health care and dependent care.



VISION & DENTAL INSURANCE

Through EYEMed we provide cost effective care for the whole family.

Our plan with Delta Dental has **no deductible!**



TUITION REIMBURSEMENT

Partners qualify for tuition reimbursement for certifications and continuing education after one year of employment.



PAID TIME OFF

We offer **unlimited** time off for exempt partners.

Non-exempt partners accrue hours:

- 0-24 months: 120 hours
- 25-60 months: 160 hours
- 61+ months: 200 hours

Partners are also paid for volunteer time and a variety of holidays.



LIFE INSURANCE

Truckstop provides Life Insurance coverage equal to one year's salary. Partners can add coverage to their life insurance plan for themselves, domestic partners, spouses, and children.

Truckstop also covers all partners with **Short & Long Term Disability Insurance**. Partners can also add to their Long Term Disability plans.

Partners may choose to add Accident and Critical Illness Insurance coverage through Aflac.



BONUS PLANS

We offer either bonus or commission plans for **ALL** partners! Partners are paid bi-weekly on Fridays!



401K & MATCHING

Our Pre-tax or Roth retirement savings plans offer immediate entry and 100% vesting with an easy-to-use platform. We match up to 4% when partner's contribute 5% or more.



PARTNER REFERRAL PROGRAM

Earn up to \$1,500 for referring a friend who joins Truckstop!



WELLNESS

Our **Partner Assistance Program** provides confidential services available 24/7 including counseling, financial information, and legal resources.

Through our **Wellness Program** we also provide incentives designed to educate, encourage, and reward healthy lifestyles.

Do you have a four legged friend? We want them to be well too! We offer discounts for **Pet Insurance**.



NOTE

This document is for informational purposes only and is neither an offer of coverage nor legal advice. It contains only a partial description of the benefits and does not constitute a contract. All benefits begin within 30 days or less of employment. For U.S. partners only.



CANADIAN BENEFITS OVERVIEW

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INSURANCE

We provide a comprehensive and competitive benefits package through Canada Life. Coverage includes prescriptions, dental, vision, and various paramedical expenses including massage therapy.

Life Insurance LTD, Ad&D and critical illness insurance are all included.



RRSP & MATCHING

Our Pre-tax or after tax retirement savings plans offer immediate entry and 100% vesting with an easy-to-use platform. We match up to 4% when partner's contribute 5% or more.



TUITION REIMBURSEMENT

Partners qualify for tuition reimbursement for certifications and continuing education after one year of employment.



PAID TIME OFF

We offer unlimited time off for salaried partners.

Hourly partners accrue hours:

- 0-24 months: 120 hours
- 25-60 months: 160 hours
- 61+ months: 200 hours

Hourly partners also receive 5 sick days per year.

Partners are also paid for volunteer time and 9 statutory holidays per year.



BONUS PLANS

We offer either bonus or commission plans for **ALL** partners! Partners are paid bi-weekly on Fridays!



PARTNER REFERRAL PROGRAM

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