2027

Benefits guide for new employees



Prime THERAPEUTICS®

Begin to make a difference — join Prime today

Everything we do at Prime Therapeutics (Prime) is connected to our purpose of providing the same care we would want for our loved ones. This purpose fuels our passion and drives every decision we make.

Like our industry, Prime is fast paced, growing and evolving. Our people are the foundation of our success. With comprehensive rewards that include professional development, healthcare coverage, incentives and a healthy work/life balance, we'll give you the tools and support you need to make a difference.

Competitive benefits supporting your total wellness

Our Total Rewards Program offers a wide range of employee benefits to support your total wellness. Our competitive package provides you with the flexibility to select the benefits that best meet your needs.

What is included in Prime's benefits package?

Our benefits package is part of the Total Rewards Program, which includes:

- Medical, dental and vision insurance
- Retirement planning and ways to protect your income (life, accident, disability insurance, etc.)
- Competitive salary, incentives and time off
- Additional rewards

Who is eligible to receive Prime benefits?

To be eligible for benefits, you must be regularly scheduled to work 20 to 40 hours per week and may not be an intern, seasonal, variable or nonemployee. Eligible dependents include:

- Your legally married spouse
- Your domestic partner, who may be of the same or opposite sex, and eligible children of your domestic partner
- Your child(ren) under age 26 (children include natural children, legally adopted children, stepchildren, children for whom you have legal guardianship and grandchildren who have lived with you continuously from birth and you claim as a dependent for tax purposes)

When will my benefits become effective?

Coverage (medical, dental and vision) typically starts on the first of the month following your hire date. Employees have 30 days from their hire date to enroll in benefits. Your 401(k) contributions can begin immediately.

Medical plans

Your health, your choice. Prime offers you four medical plan options, so you can choose what works best for you and your family.

- **$3,500 HDHP/HSA** and **$5,500 HDHP/HSA options:** lower per-paycheck premiums but higher out-of-pocket costs each time you receive care
- **Traditional PPO option:** higher per-paycheck premiums but lower out-of-pocket costs each time you receive care
- **Coupe Health option:** price certainty; know your out-of-pocket costs before your appointment

Medical plans — High-level comparison of options

		$3,500 HDHP/HSA	$5,500 HDHP/HSA	Traditional PPO	Coupe Health
	If you cover	Cost per paycheck[1]	Cost per paycheck[1]	Cost per paycheck[1]	Cost per paycheck[1]
Employee standard premiums cost per paycheck (for employees earning above $66,000)[1]	Employee	$57.90	$53.24	$147.10	$83.59
	Employee + child(ren)	$97.60	$89.66	$216.68	$136.36
	Employee + spouse	$180.25	$165.78	$401.61	$253.11
	Family	$252.64	$232.09	$562.25	$353.97
Employee reduced premiums cost per paycheck (for employees earning $66,000 and below)[1]	Employee	$55.01	$50.58	$139.74	$79.41
	Employee + child(ren)	$92.72	$85.18	$205.85	$129.54
	Employee + spouse	$171.24	$157.49	$381.53	$240.45
	Family	$240.00	$220.49	$534.14	$336.28
In-network[2] deductible[3]		$3,500 individual/ $7,000 family	$5,500 individual/ $11,000 family	$2,000 individual/ $4,000 family	n/a
In-network[2] out-of-pocket maximum[3]		$6,000 individual/ $12,000 family	$8,000 individual/ $16,000 family	$6,000 individual/ $12,000 family	$5,000 individual/ $10,000 family
Out-of-network deductible[3]		$7,000 individual/ $14,000 family	$8,000 individual/ $16,000 family	$4,000 individual/ $8,000 family	n/a
Out-of-network out-of-pocket maximum[3]		$14,000 individual/ $28,000 family	$16,000 individual/ $32,000 family	$9,000 individual/ $18,000 family	Out-of-network coverage subject to out-of-network copays

[1]Due to IRS regulations, covering a domestic partner and children is taxable. This means the employer-paid portion of domestic partner premium will be considered additional income on which you are required to pay taxes.

[2]Prime's in-network providers are found in the Aware and BlueCard PPO networks.

[3]The PPO and HDHP medical plans have embedded deductibles and out-of-pocket maximums. The Coupe Health medical plan has an embedded out-of-pocket maximum. This means an embedded deductible allows each member to accumulate costs towards their own deductible, even if the overall family deductible has not been met.

Copays do not count toward the deductible, but they do count toward the out-of-pocket maximum.

Medical plan — High-level comparison of options

Service[1]	$3,500 HDHP/HSA	$5,500 HDHP/HSA	Traditional PPO	Coupe Health
In-network[2] office visit	Deductible must be met first, then covered at 90%, up to the out-of-pocket maximum; 100% coverage thereafter	Deductible must be met first, then covered at 80%, up to the out-of-pocket maximum; 100% coverage thereafter	$50 copay; 100% coverage thereafter $10 copay for retail health clinic Deductible does not apply; 20% coinsurance for all other services	Preferred provider: $25 copay per visit Standard provider: $35 copay per visit Nonpreferred provider: $50 copay per visit Up to the out-of-pocket maximum; 100% coverage and no copay thereafter
Out-of-network office visit	Deductible must be met first, then covered at 70%, up to the out-of-pocket maximum; 100% coverage thereafter	Deductible must be met first, then covered at 70%, up to the out-of-pocket maximum; 100% coverage thereafter	Deductible must be met first, then covered at 60%, up to the out-of-pocket maximum; 100% coverage thereafter	Out-of-network coverage subject to out-of-network copays
In-network[2] specialist visit	Deductible must be met first, then covered at 90%, up to the out-of-pocket maximum; 100% coverage thereafter	Deductible must be met first, then covered at 80%, up to the out-of-pocket maximum; 100% coverage thereafter	$75 copay per visit	Preferred provider: $50 copay per visit Standard provider: $75 copay per visit Nonpreferred provider: $120 copay per visit Up to the out-of-pocket maximum; 100% coverage and no copay thereafter
Out-of-network specialist visit	Deductible must be met first, then covered at 70%, up to the out-of-pocket maximum; 100% coverage thereafter	Deductible must be met first, then covered at 70%, up to the out-of-pocket maximum; 100% coverage thereafter	Deductible must be met first, then covered at 60%, up to the out-of-pocket maximum; 100% coverage thereafter	Out-of-network coverage subject to out-of-network copays
In-network[2] urgent care visit	Deductible must be met first, then covered at 90%, up to the out-of-pocket maximum; 100% coverage thereafter	Deductible must be met first, then covered at 80%, up to the out-of-pocket maximum; 100% coverage thereafter	$75 copay per visit Deductible must be met first, then covered at 80% coinsurance for all other services	$60 copay per visit Up to the out-of-pocket maximum; 100% coverage and no copay thereafter
Out-of-network urgent care visit	Deductible must be met first, then covered at 70%, up to the out-of-pocket maximum; 100% coverage thereafter	Deductible must be met first, then covered at 70%, up to the out-of-pocket maximum; 100% coverage thereafter	Deductible must be met first, then covered at 60%, up to the out-of-pocket maximum; 100% coverage thereafter	Out-of-network coverage subject to out-of-network copays

[1]General service categories shown. Costs are for all services covered, including, but not limited to: mental healthcare, diabetes treatment, maternity services, gender-affirming surgery, reproductive technology and more.

[2]Prime's in-network providers are found in the Aware and BlueCard PPO networks.

Medical plan — High-level comparison of options

Service[1]	$3,500 HDHP/HSA	$5,500 HDHP/HSA	Traditional PPO	Coupe Health
In-network[2] Doctor on Demand	$67.53 per visit, deductible must be met first, then covered at 90%, up to the out-of-pocket maximum; 100% coverage thereafter	$65.56 per visit, deductible must be met first, then covered at 80%, up to the out-of-pocket maximum; 100% coverage thereafter	$10 copay per visit	$10 copay per visit, up to the out-of-pocket maximum; 100% coverage and no copay thereafter
In-network[2] preventive care	Covered at 100%	Covered at 100%	Covered at 100%	Covered at 100%
Out-of-network preventive care	Deductible must be met first, then covered at 70%, up to the out-of-pocket maximum; 100% coverage thereafter	Deductible must be met first, then covered at 70%, up to the out-of-pocket maximum; 100% coverage thereafter	Deductible must be met first, then covered at 60%, up to the out-of-pocket maximum; 100% coverage thereafter	$65 copay per visit
In-network[2] hospital	Deductible must be met first, then covered at 90%, up to the out-of-pocket maximum; 100% coverage thereafter	Deductible must be met first, then covered at 80%, up to the out-of-pocket maximum; 100% coverage thereafter	Deductible must be met first, then covered at 80%, up to the out-of-pocket maximum; 100% coverage thereafter	Preferred provider: $2,785 copay per visit[3] Standard provider: $4,080 copay per visit[3] Nonpreferred provider: $5,000 copay per visit[3] Up to the out-of-pocket maximum; 100% coverage and no copay thereafter
Out-of-network hospital	Deductible must be met first, then covered at 70%, up to the out-of-pocket maximum; 100% coverage thereafter	Deductible must be met first, then covered at 70%, up to the out-of-pocket maximum; 100% coverage thereafter	Deductible must be met first, then covered at 60%, up to the out-of-pocket maximum; 100% coverage thereafter	$9,400 inpatient hospital $3,050 outpatient hospital

[1]General service categories shown. Costs are for all services covered, including, but not limited to: mental healthcare, diabetes treatment, maternity services, gender-affirming surgery, reproductive technology and more.

[2]Prime's in-network providers are found in the Aware and BlueCard PPO networks.

[3]Costs are for inpatient hospital services only.

Medical plan — High-level comparison of options

Service[1]	$3,500 HDHP/HSA	$5,500 HDHP/HSA	Traditional PPO	Coupe Health
In-network[2] emergency room services	Deductible must be met first, then covered at 90%, up to the out-of-pocket maximum; 100% coverage thereafter	Deductible must be met first, then covered at 80%, up to the out-of-pocket maximum; 100% coverage thereafter	$500 emergency room copay; copay waived if admitted within 24 hours After the copay, 80% coverage up to the out-of-pocket maximum; 100% coverage thereafter	$460 copay per visit, up to the out-of-pocket maximum; 100% coverage and no copay thereafter
Out-of-network emergency room services	Deductible must be met first, then covered at 70%, up to the out-of-pocket maximum; 100% coverage thereafter	Deductible must be met first, then covered at 70%, up to the out-of-pocket maximum; 100% coverage thereafter	$500 emergency room copay; copay waived if admitted within 24 hours After the copay, 80% coverage up to the out-of-pocket maximum; 100% coverage thereafter	$460 copay per visit

[1]General service categories shown. Costs are for all services covered, including, but not limited to: mental healthcare, diabetes treatment, maternity services, gender-affirming surgery, reproductive technology and more.

[2]Prime's in-network providers are found in the Aware and BlueCard PPO networks.

Prescription drugs

$3,500 HDHP/HSA option

	Tier 1, Tier 2, Tier 3, Tier 4 and Specialty
31-day supply Retail/home delivery and specialty	**Covered at 90% after meeting the deductible,** up to the out-of-pocket maximum; 100% coverage thereafter
90-day supply Retail/home delivery	

$5,500 HDHP/HSA option

	Tier 1, Tier 2, Tier 3, Tier 4 and Specialty
31-day supply Retail/home delivery and specialty	**Covered at 80% after meeting the deductible,** up to the out-of-pocket maximum; 100% coverage thereafter
90-day supply Retail/home delivery	

Traditional PPO option[1]

	Tier 1	Tier 2	Tier 3	Tier 4	Specialty
31-day supply Retail/home delivery and specialty	$15 copay	50% coinsurance (minimum $35, maximum $75)	50% coinsurance (minimum $50, maximum $125)	50% coinsurance (minimum $80, maximum $150)	$300
90-day supply Retail/home delivery	$35 copay	50% coinsurance (minimum $87.50, maximum $187.50)	50% coinsurance (minimum $125, maximum $312.50)	50% coinsurance (minimum $200, maximum $375)	n/a

Coupe Health[1]

	Tier 1	Tier 2	Tier 3	Tier 4	Specialty
31-day supply Retail/home delivery and specialty	$10 copay	$30 copay	$45 copay	$75 copay	$200
90-day supply Retail/home delivery	$25 copay	$75 copay	$112.50 copay	$187.50 copay	n/a

[1]Prescription drug coinsurance/copays do not count toward the deductible, but they do count toward the out-of-pocket maximum.
All plans provide preferred insulin medicines and contraceptives at no cost to the member.

Dental plan

Prime offers two dental plan options — enhanced and standard.
The enhanced plan offers a higher level of coverage for a higher premium.

		Enhanced plan	Standard plan
	If you cover	Cost per paycheck	Cost per paycheck
Employee cost per paycheck	Employee	$8.23	$4.30
	Employee + child(ren)	$15.66	$8.20
	Employee + spouse	$21.18	$11.11
	Family	$28.66	$15.00

Service	PPO in network	PPO in network
Deductible Per person/per family (calendar year); no deductible for diagnostic and preventive services or orthodontics	$0/$0	$25/$75
Plan paid calendar year maximum Per person	$2,000	$1,500
Plan paid lifetime orthodontic maximum Per eligible participant	$1,500	Not covered
Diagnostic and preventive services Exams and cleanings, X-rays, fluoride treatments,[1] sealants, space maintainers	100%	100%
Basic services Emergency treatment for relief of pain, amalgam restorations (silver fillings) and composite resin restorations (white fillings) on anterior (front) teeth	90%	90%
Endodontics Pulpotomies on primary teeth for dependent children, root canal therapy on permanent teeth	90%	90%
Periodontics Surgical/nonsurgical periodontics, all other oral surgery	90%	90%
Oral surgery Surgical/nonsurgical extractions, all other oral surgery	90%	90%
Major restorative Crowns, composite resin restorations (white fillings) on posterior (back) teeth. The enhanced plan also includes occlusal guards.	60%	60%
Prosthetic repairs and adjustments Denture adjustments and repairs, bridge repair	60%	60%
Prosthetic Dentures (full and partial), bridges	60%	60%
Dental implants (implant, abutment and crown)	60%	Not covered
Orthodontics Treatment for the prevention/correction of malocclusion (misaligned bite)	50%	Not covered

Important things to know about the dental plan

- Prime's in-network providers are in the Premier and PPO networks. Coverage is higher when using a PPO provider because their contracted rates are lower than Premier providers.
- Employees and dependents enrolled in Prime's dental plans are eligible for two routine cleanings every calendar year (cleanings can be done at any time, and do not necessarily need to be six months apart).

[1]Fluoride treatments are covered for dependent children through age 16.

Due to IRS regulations, covering a domestic partner and their children is taxable. This means the employer-paid portion of domestic partner coverage will be considered additional income on which you are required to pay taxes.

Vision plan

Prime offers two vision plan options — enhanced and standard. The enhanced plan offers a higher level of coverage for a higher premium.

		Enhanced plan	Standard plan
	If you cover	**Cost per paycheck**	**Cost per paycheck**
Employee cost per paycheck	Employee	$6.19	$3.16
	Employee + child(ren)	$13.27	$6.78
	Employee + spouse	$12.42	$6.34
	Family	$21.22	$10.83

Service	**In network**	**In network**
Eye exam[1] (once every calendar year)	$15 copay	$15 copay
Prescription lenses (once every calendar year) (Single, bifocal, trifocal, lenticular, polycarbonate lenses for dependent children)	$30 copay	$30 copay
Frame (once every other calendar year)	$220 allowance $240 allowance for featured frames $120 Costco allowance 20% off the amount over your allowance	$160 allowance $180 allowance for featured frames $90 Costco allowance 20% off the amount over your allowance
Anti-reflective coating	100% after $30 copay	Not covered
Contact lenses (once every calendar year in lieu of glasses/frames)	$220 allowance Up to $30 copay for contact lens exam	$160 allowance Up to $30 copay for contact lens exam
Second pair of glasses or contacts (Lenses once every calendar year) (Frames once every other calendar year)	After additional $30 copay $220 allowance $240 allowance for featured frames $120 Costco allowance 20% off the amount over your allowance	Not covered
Laser vision correction	15% off regular price at contracted laser centers or an additional 5% off the center's promotional price	15% off regular price at contracted laser centers or an additional 5% off the center's promotional price

Extra discounts and savings

- Average 30% savings on lens options such as scratch resistant and progressives
- 20% off additional prescription glasses and sunglasses, including lens options

Important things to know about the vision plan

- Once your coverage is effective, you can log on to the VSP website at **VSP.com** to find an in-network eyecare professional who's right for you and review your coverage information.
- At your appointment, tell them you have a vision plan through VSP. There's no ID card necessary.
- If you are on the Prime medical plan, you receive one annual eye exam at no cost.
- Prime's in-network providers are in the Signature Network.

Due to IRS regulations, covering a domestic partner and their children is taxable. This means the employer-paid portion of domestic partner coverage will be considered additional income on which you are required to pay taxes.

Commitment to preventive health and wellness

As part of our commitment to preventive health and wellness, Prime offers a number of programs and benefits.

Awareness

A preventive care screening is available at no cost to you and your family to educate you on your health status. To learn more about preventive care services, visit **BlueCrossMN.com/Understanding-Health-Insurance/Preventive-Care**.

Cognitive behavioral therapy

The Learn to Live program provides online resources, support groups and clinical assessments for you and your family members (age 13 and older) struggling with stress, depression or social anxiety. Your information is completely confidential and will never be shared with your employer.

- Immediate, 24/7 access
- No cost to you or your family
- No waiting lists

Omada

Omada is an online program available to employees and their covered dependents (age 18 or over) that can help you manage your type 2 diabetes, lose weight, adopt healthy habits and lower your risk factors for type 2 diabetes and heart disease.

- Learn how to create healthy habits and maintain them.
- Receive tools such as a scale, pedometer and resistance bands.

Learn more about Omada by going to **Go.OmadaHealth.com/Prime**.

Hinge Health

Hinge Health is a digital physical therapy benefit that offers comprehensive back and joint programs to reduce pain and increase mobility (for employees and their dependents, 18 or over, enrolled in a Prime medical plan).

Participants receive comprehensive, one-on-one care — from prevention to postsurgical recovery — with a full clinical-care team, including doctors, physical therapists, nurses, nutritionists and counselors, as well as health coaching and expert medical-opinion resources.

Learn more about Hinge Health by going to **HingeHealth.com/PrimeTherapeutics**.

Education

Prime offers programs and resources that support your efforts to maintain and improve your overall health at no cost.

- A health risk assessment tool gathers information about how healthy you are, your modifiable health risk factors and conditions, and your readiness to change.
- Evidence-based e-learning courses simulate live coaching seminars and are designed to address the root cause of behaviors related to modifiable health issues.
- Prime offers online resources, including meal planning and healthy recipes, exercise videos, ways to reduce stress and tips to improve sleep.

Support

Prime's Employee Assistance Program provides a variety of free nutrition, fitness and healthy living resources to you and your family, 24 hours a day, 7 days a week at **800.854.1446**.

Retirement planning and income protection

401(k) retirement plan

Prime offers a pretax 401(k) plan and after-tax Roth 401(k) plan to help you meet your long-term financial goals.

Prime matches up to 100% of the first 6% you contribute, up to the IRS compensation limit. The plan features competitive investment options, loans, hardship withdrawals and rollovers. Professional investment management services are available to all employees to help you better plan for retirement.

Health savings account (HSA)

Healthcare

If you enroll in the Consumer Driven Health Plan, you may set aside pretax money to pay for qualified medical, dental and vision expenses. HSA advantages include year-over-year fund rollover, earning tax-free interest earnings, investment opportunities and portability.

Flexible spending account (FSA)

Dependent care

You may set aside pretax money to pay for qualified dependent care expenses, including daycare, before- and after-school programs, preschool and adult care for disabled dependents.

Healthcare

You may set aside pretax money to pay for qualified healthcare expenses such as copays, coinsurance, prescription medicines, some over-the-counter medicines, etc.

Income protection benefits

Disability insurance

Prime's short-term disability provides 60% of your base weekly earnings, with a maximum weekly payout of $1,750, for a period of up to 12 weeks. Prime's long-term disability provides 60% of your basic monthly salary, with a maximum of $15,000 per month. The full cost of these benefits is paid by Prime.

Life insurance

Prime provides life insurance coverage equal to one time your annual salary, up to a maximum of $750,000. The full cost of this benefit is paid by Prime.

You may purchase voluntary life and AD&D insurance for yourself, your spouse/domestic partner and eligible dependents.

Other insurance

Prime employees are also eligible to obtain additional insurance, including:

- Legal
- Critical illness
- Hospital indemnity
- Accident
- Home and auto
- Pet

Pay and time off

Pay

We have a market-competitive approach to compensation to ensure that everyone at Prime is rewarded for their talents, performance and contributions to achieving our purpose and goals.

Prime employees are paid every other week. For your convenience, we offer direct deposit and a pay card option.

Incentive opportunity

Prime rewards employee performance and organizational performance by providing an opportunity to share in the company's success. All regular Prime positions are eligible for an incentive program. Participants must meet incentive eligibility criteria to be eligible for an incentive award, and you must be a full-time or part-time employee and may not be an intern, resident, seasonal, variable or temporary employee.

Additional compensation

Nonexempt employees in eligible positions who are required to work evenings, nights and/or weekends based on business need may be eligible for shift differential. In addition, some positions may be eligible for additional skill pay based on business need.

Paid time off (PTO)

Prime offers employees a generous PTO program to protect their income during vacation, illness and other absences.

- PTO increases at milestone service anniversaries.
- PTO will be prorated based on your start date.
- Based on specific state requirements, PTO may be accrued based on state of residence.
- PTO may be calculated based on hire date.

	Years of service*			
PTO award*	**Less than 5 years**	**5 years to less than 10 years**	**10 years to less than 20 years**	**20 years and more**
Career grouping 1[1]	156 hours	196 hours	236 hours	276 hours
Career grouping 2[2]	196 hours	216 hours	236 hours	276 hours
Career grouping 3[3]	236 hours	236 hours	236 hours	276 hours

*Eligible employees who are regularly scheduled to work between 20 to 39 hours per week will receive a prorated benefit based on their full-time equivalency. New eligible employees will receive a prorated annual benefit (hours) based on their hire date.

[1]Support career band (all levels): Entry, Experienced and Advanced; Professional career band: Associate

[2]Professional career band: Intermediate, Senior, Principal and Senior Principal; Management career band: Supervisor, Manager, Director and Senior Director

[3]Professional career band: Distinguished Principal; Management career band: Associate Vice President; Executive band (all levels): Vice President and Senior Vice President

Pay and time off (continued)

Holiday pay

Prime observes 10 paid holidays each year: New Year's Day, Martin Luther King Jr. Day, Memorial Day, Juneteenth, Independence Day, Labor Day, Thanksgiving Day and the following Friday, Christmas Eve and Christmas Day.

Personal holiday

Prime offers one personal holiday. A personal holiday allows employees the flexibility to commemorate and honor a religious or nonreligious day that holds personal significance. This includes any holiday not officially recognized as a company holiday.

Caregiver leave pay

Prime offers 10 days of caregiver leave pay to eligible employees to care for an ill family member, during an approved leave of absence.

Parental leave pay

Prime offers 30 days of parental leave pay to employees to care for and bond with a newborn, newly adopted or newly placed foster child, during an approved leave of absence.

Bereavement pay

Prime offers up to 40 hours per qualifying instance of bereavement pay when an immediate family member has passed away.

Military leave pay

Prime offers 10 days of military leave pay to eligible employees during an approved military leave of absence.

Employee volunteer time

Prime offers two days of paid time to volunteer, support and give back to the communities in which we live and work.



Additional benefits for Prime employees

Adoption assistance

Prime reimburses employees up to $5,000 of eligible expenses related to each adoption.

Discount programs

Take advantage of negotiated discounts, such as cell phone plans, ticket sales, car rentals, retail shopping and much more.

Diversity, equity and inclusion (DEI) program

The mission of Prime's DEI program is to passionately advocate for diversity and inclusion through heightened awareness, impactful initiatives, effective communication, community outreach and engaging events. This commitment aims to bolster employee engagement, drive business success and mirror the rich tapestry of the communities we are a part of. We achieve this by empowering our employees to actively contribute through participation in the DEI Council, join and take leadership roles in employee resource groups to foster meaningful connections among colleagues and engage in continuous unconscious bias training. This collective effort helps us dismantle barriers and educate our team on vital DEI topics.

Education reimbursement

Employees in degree-seeking programs that directly relate to their job at Prime may be eligible for tuition reimbursement in the amounts of $4,000/year for undergraduate level and $5,250/year for graduate level. Courses that began prior to your employment start date with Prime are not eligible for reimbursement.

Employee Assistance Program and work/life resources

Our Employee Assistance Program provides personal support and resources to you and your family at no charge to you. These services include confidential counseling and support for emotional well-being, health coaching, financial and legal support, and child and elder care referrals for services.

Employee resource groups (ERGs)

We believe in creating and celebrating a community beyond an employee's role or team, and a space that they feel a part of. Critical to connecting employees who share commonalities such as diversity dimensions, ERGs create mutually beneficial outcomes between their members and the organization. ERGs provide opportunities to network, develop professional leadership skills, be allies, and address common issues and concerns, all while fostering inclusion through communication, education, and events.

Our ERGs are created and led by employees. Currently, we have seven ERGs. However, the DEI Council evaluates additional ERGs annually.

Prime Together Foundation

In mid-2020, and during the wake of ongoing social injustices, Prime employees and leaders began much-needed conversations about how to create change in our communities. Prime employees voiced a desire to create a foundation to get involved, make a difference and have a lasting impact. In response, we formed the Prime Together Foundation (Foundation).

The Foundation is an extension of Prime's DEI program. The Foundation's mission is to work together with our communities to address inequality and injustice in all its manifestations, particularly racism, poverty, health and hunger.

Additional benefits for Prime employees (continued)

PrimeCares

Our PrimeCares corporate giving program promotes teamwork, community involvement and social responsibility. Through PrimeCares, we support employees who want to contribute their time and resources to organizations in the communities in which they live and work. Prime matches employee donations, up to $500 annually, and employee volunteer hours, up to $500 annually, to eligible 501(c)(3) charities. Prime also conducts an annual giving campaign and is involved in many other community initiatives, including local run/walk/bike events.

Professional development

Prime offers many in-person and virtual opportunities for learning, including instructor-led sessions and on-demand content and resources. Prime employees may be reimbursed for training courses, travel and professional memberships that are approved by their manager and directly relate to their job at Prime or to Prime's business.

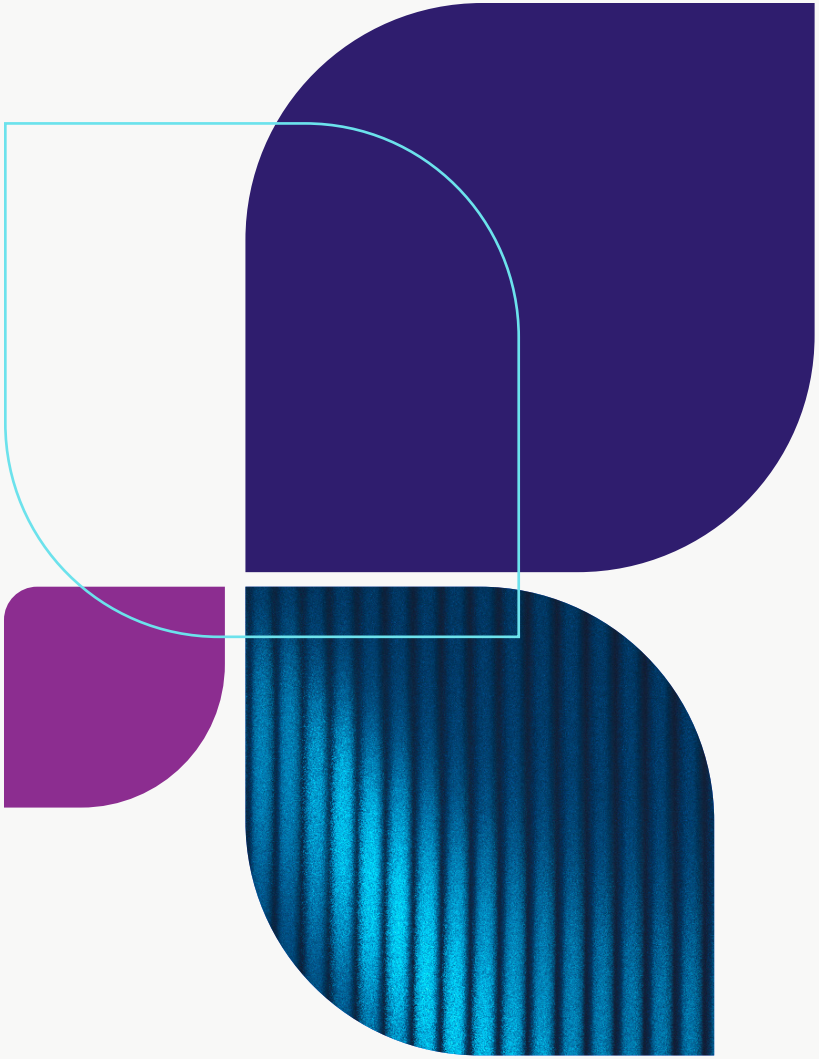
Supportive work culture

Prime's supportive work culture promotes internal training, recognition and communication to help build the foundation for your success. Prime conducts surveys and uses the intranet and other communication tools to encourage sharing ideas and open communication at all levels of the organization.





This guide describes only certain highlights of some of Prime's benefit plans. It does not replace the actual plan provisions of the plan documents or policies, which in all cases are the final authority. Eligibility criteria and company plans, programs, practices and processes may be amended, changed or terminated by Prime at any time without giving participants prior notice or gaining their consent. This document does not constitute a contract of employment between Prime and any individual or an obligation by the company to maintain any particular benefit program, practice or policy.



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