

Wellbeing Support Across Your Busy Life

EMOTIONAL • FINANCIAL • PHYSICAL • SOCIAL

Our wellbeing programs and resources are designed to meet the diverse needs of team members and their families across Grainger at all stages of their lives and to **provide flexibility to help team members balance work and life**. We offer critical, foundational support through benefit coverage for medical, dental, vision, disability, life insurance, and ways to save for retirement – the building blocks of your wellbeing.

And Grainger believes in going beyond the basics to provide a broad safety net for your emotional, financial, physical and social wellbeing. When team members face those moments in life that can make the difference between struggling to cope and thriving, it's important to know the resources Grainger provides.

Physical Wellbeing

- Medical insurance
- Prescription drug coverage
- Dental insurance
- Vision care
- Paramedical services
- Fitness apps (programs)

Financial Wellbeing

Cost savings and support

- Team member discounts
- Team member perks, including auto/home insurance, cell phone plans, local merchants and more

Building for your future

- Registered retirement savings plan
- Defined contribution pension plan with uniquely generous contributions from Grainger every pay period

Income protection for you and your family

- Disability income
- Life insurance and accidental death and dismemberment at group rates

Emotional Wellbeing

- Paid time off
- Paid holidays
- Employee and family assistance program
- Work accommodations



Social Wellbeing

- Grainger Stars recognition program

Life & Career Support

- Educational and membership fee assistance
- Work/life services that can help with many things from childcare to legal services

Paid or unpaid leaves of absence

- Parental, maternity and adoption
- Bereavement
- Jury duty
- Personal
- Family medical leave
- Long-term and short-term disability
- Compassionate care