

GRAINGER BENEFIT PROGRAMS ELIGIBILITY

BENEFIT PROGRAM	ELIGIBILITY BY EMPLOYMENT STATUS				
	RFT ¹	RPT ^{2a}	RPT 2b	TFT/TPT ³	RET ¹⁰
Adoption Assistance Plan	X ^{4, 15}	X ^{4, 15}	X ^{4, 15}		
Auto Homeowners Insurance Program	X ^{15,19}	X ^{15,19}	X ^{15,19}		
Baby Blanket Program; Group Travel Accident Insurance: Holidays and Service Awards	X	X	X		
Behavioral Health Program†	X ^{14,15,19}	X ^{5 or 6 & 7, 14, 15,19}	X ^{14, 15,19}		X ^{14, 15,19}
Commuter Benefit Program	X ^{15,19}	X ^{15,19}	X ^{15,19}		
Critical Illness Insurance	X ¹⁹	X ¹⁹	X ¹⁹		
Death Benefit	X				
Dental Benefit Plan	X ¹⁹		X ¹⁹		
Dental and Vision Flexible Spending Account (FSA)	X ¹⁵	X ^{5 or 6 & 7,15}	X ¹⁵		
Dependent Care FSA	X ¹⁵	X ^{5 or 6 & 7, 15}	X ¹⁵		
Educational Assistance Program	X ¹⁶				
Employee Assistance Program (EAP) and Work/Life Services	X	X	X		X ^{14, 15,19}
Employee Purchase Program	X	X	X	X	X ¹⁷
Employee Stock Purchase Program (ESPP)	X	X ^{5, 7}	X ⁷		
Family Medical Leave (FMLA)	X ⁸	X ⁸	X ⁸	X ⁸	
Funeral Leave	X				
Grainger Scholarship Program	X				X ¹⁷
Group Accident Insurance	X ¹⁹	X ¹⁹	X ¹⁹		
Group Hospital Indemnity Insurance	X ¹⁹	X ¹⁹	X ¹⁹		
Health Choice Benefit Plan (Includes † programs)	X ^{14,15,19}	X ^{5 or 6 & 7, 14, 15,19}	X ^{14, 15,19}		
International Assistance Program	X				
Jury Duty	X				
Life Insurance (Term Life, Optional, Dependent)	X		X		
Long Term Disability Plan	X		X		
Matching Charitable Gifts Program	X	X ⁴	X ⁴		
MetLaw Legal Plan	X ¹⁹	X ¹⁹	X ¹⁹		
Military Paid Leave – Involuntary	X ¹³	X ¹³	X ¹³		
Paid Time Off (PTO)	X ¹⁵	X ¹⁵	X ¹⁵		
Parental Leave	X		X		
Personal Leave of Absence	X ¹²	X ¹²	X ¹²		
Pet Insurance	X ^{15,19}	X ^{15,19}	X ^{15,19}		
Prescription Drug Program†	X ^{14,15,19}	X ^{5 or 6 & 7, 14, 15,19}	X ^{14, 15,19}		X ^{14, 15,19}
Profit Sharing Plan	X ^{9,19, 20}	X ^{9,19, 20}	X ^{9,19, 20}	X ^{9,19, 20}	
Retiree Health Benefit Plan	X ^{10, 14, 15, 18,19}				X ^{10, 14, 15, 18,19}
Separation Benefit	X ^{11, 15, 19}				
Short Term Disability Plan	X ¹⁵		X ¹⁵		
Vision Care Program	X ¹⁹	X ^{5 or 6 & 7,19}	X ¹⁹		

- 1 Regular Full-time (RFT) – A team member whose normal workweek is 40 hours per week.
- 2 Regular Part-time (RPT) – a. A team member who works regularly 20 hours each week, but less than 30 hours/week;
b. A team member who works regularly each week an average of 30-39 hours/week.
- 3 Temporary Full-time (TFT) or Temporary Part-Time (TPT) – A team member who works the full-time or part-time weekly schedule described above, but on a temporary basis not expected to exceed 6 consecutive months but paid from the Grainger payroll. Agency temps are excluded from all Grainger Benefits.
- 4 Eligibility requirement is 1 year of service based on team member's Employment Anniversary Date (EAD).
- 5 Eligibility (new hires/eligible) requirement is a work schedule calling for at least 20 hours, but less than 40 hours, of work per week.
- 6 Team member must have worked an average of 20 hours per week (i.e. 50% Full-Time equivalent) over the prior calendar year.
- 7 Team member (new hires/eligible) must have worked at least 90 days of service.
- 8 Team member must have worked at least 12 months and have completed 1,250 hours in the 12-month period preceding the commencement of leave.
- 9 Eligibility for 401(k) is immediate; eligibility for annual profit sharing contribution is 1,000 hours worked per calendar year and active status at year-end.
- 10 Specific eligibility requirements exist for retiree programs that are described in applicable plan documents.
- 11 Only RFT team members hired by the Company prior to 12/31/1982 are eligible for this benefit.
- 12 RFT and RPT 2b must have at least 6 months of service for a personal LOA up to 12 months; RPT 2a must have 6 months of service and have a work schedule of 20 hours/week to be eligible for a personal LOA up to 12 weeks.
- 13 RFT must be employed a minimum of 6 months prior to activation of involuntary leave; RPT must be employed a minimum of 12 months and have worked 1,000 hours in the 12 months prior to activation of involuntary leave.
- 14 Excludes team members who reside in Hawaii and may or may not have the Kaiser Permanente Health plan
- 15 Excludes team members who reside in Puerto Rico and may or may not have the Triple-S Health plan.
- 16 There is an application process required for approval of degree program.
- 17 Must be PST retiree-eligible.
- 18 Only team members on the U.S. payroll by 12/31/2012 that meet the eligibility requirements upon retirement are eligible for this benefit.
- 19 Excludes team members who reside in Guam and may or may not have the SelectCare plan(s).
- 20 Excludes team members who work for Zoro.