

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, 21}	X ^{15,19, 21}	X ^{15,19, 21}		
Baby Blanket Program; Group Travel Accident Insurance: Holidays and Service Awards	X	X	X		
Behavioral Health Program†	X ^{14,15,19, 21}	X ^{5 or 6 & 7, 14, 15,19, 21}	X ^{14, 15,19, 21}		X ^{14, 15,19, 21}
Commuter Benefit Program	X ^{15,19, 21}	X ^{15,19, 21}	X ^{15,19, 21}		
Critical Illness Insurance	X ^{19, 21}	X ^{19, 21}	X ^{19, 21}		
Death Benefit	X				
Dental Benefit Plan	X ^{19, 21}		X ^{19, 21}		
Dental and Vision Flexible Spending Account (FSA)	X ^{15, 21}	X ^{5 or 6 & 7,15, 21}	X ^{15, 21}		
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 ²¹	X ²¹	X ²¹		X ^{14, 15,19, 21}
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, 21}	X ^{19, 21}	X ^{19, 21}		
Group Hospital Indemnity Insurance	X ^{19, 21}	X ^{19, 21}	X ^{19, 21}		
Health Choice Benefit Plan (Includes † programs)	X ^{14,15,19, 21}	X ^{5 or 6 & 7, 14, 15,19, 21}	X ^{14, 15,19,21}		
International Assistance Program	X				
Jury Duty	X				
Life Insurance (Term Life/AD&D, Optional, Dependent)	X		X		
Long Term Disability Plan	X		X		
Matching Charitable Gifts Program	X	X ⁴	X ⁴		
MetLaw Legal Plan	X ^{19, 21}	X ^{19, 21}	X ^{19, 21}		
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, 21}	X ^{15,19, 21}	X ^{15,19, 21}		
Prescription Drug Program†	X ^{14,15,19, 21}	X ^{5 or 6 & 7, 14, 15,19, 21}	X ^{14, 15,19, 21}		X ^{14, 15,19, 21}
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, 21}				X ^{10, 14,15, 18,19, 21}
Separation Benefit	X ^{11, 15, 19,21}				
Short Term Disability (STD) Plan	X ¹⁵		X ¹⁵		
Vision Care Program	X ^{19, 21}	X ^{5 or 6 & 7,19, 21}	X ^{19, 21}		

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. SINOT is primary for STD 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.

21 Excludes team members working on a U.S. Base or on an expat assignment who may or may not have the bundled Aetna International plan