



YOUR TOTAL REWARDS

Leader FAQs – Total Rewards Portal Launch



1. *Where do I go to access the Total Rewards portal?*

Go to graingertotalrewards.com and click the Total Rewards Portal link. A new window will open and you will be required to log in using your RACFID.

2. *What information is available?*

Information about your personal Total Rewards is available on the home page and tabs. There is also a tab at the top, “Your Direct reports,” that provides leaders with a high-level overview of the Total Rewards for each of their direct reports.

3. *What information will I be able to see for each of my direct reports?*

A Total Rewards dollar value that includes the following elements:

Compensation

- Annual salary
- Any year-to-date incentives (i.e., MIP, sales incentives, DC incentives)

Health and Wellbeing

- To protect privacy, the values for health and wellbeing show the range that Grainger contributes for an individual or a family in the HSA Gold plan

Financial Future

- Grainger’s Profit Sharing and 401(k) contribution
 - You will be able to see the total contributions made by Grainger year-to-date to an individual’s 401(k) and Profit Sharing Plan
 - For example, this total amount will include the 2017 Profit Sharing Plan contribution because it was made on March 16, 2018 for the 2017 calendar year; in January of 2019, you will not see the 2018 contribution because it will not have been made yet
 - You will not see any information on a team member’s individual retirement account contributions, if they make them, or the total amount they have in their Profit Sharing account

Your Work/Life Benefits

- Because not all team members utilize all of the Work/Life Programs, we derived an average value for each team member

4. *How should I use this information with my direct reports?*

Use the information on the Total Rewards portal as a guide and helpful tool for having conversations with your direct reports about the value of their Total Rewards. Keep in mind that this is one of many resources and provides a dollar value for many of Grainger’s Total Rewards, but not all. We encourage you and your team members to visit graingertotalrewards.com for more information.



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5. **What is accessible via the single-sign-on (SSO)?**

- Your Benefits Resources (YBR)
 - This includes coverage for the benefits you have elected to participate in for the current calendar year
 - Examples include: Healthcare Savings Account (HSA), Flexible Spending Account (FSA), MetLife, Commuter Benefit Program, critical illness, vision, dental, medical
- Vanguard
 - Access to your 401(k) and any other retirement accounts

6. **What information will not be accessible via SSO?**

- Morgan Stanley (leader-specific stock options)
- Computershare (employee elected stock options)
- Personal benefits/claims detail
 - Blue Cross Blue Shield of Illinois
 - UnitedHealthcare
 - EyeMed
 - Aetna
 - Metlife

7. **What if I'm not connected to a Grainger network?**

You can connect to your Total Rewards portal from any internet network. However, there are a few links within the portal that require you to be connected to a Grainger network in order to view. These links include:

- Links to SAP portal
- Adoption reimbursement form
- Baby blanket request form
- Links to the Annual Achiever's Award, President's Club, and Service Award

8. **How often is my Total Rewards value updated?**

The Total Rewards value includes all Total Rewards elements (i.e., compensation, health and wellbeing). The value is dynamic and regularly updated to reflect changes. For example, leaders who are eligible for the Grainger Long-Term Incentive Program (LTIP) will see the grant date value of equity awards granted in the current year.

9. **Where can I find short term incentive program information if I work for a Grainger-owned company (i.e. Zoro, Imperial, etc.)?**

The following short term incentive program values are reflected as the Management Incentive Program (MIP) pay type on the Compensation page:

- DC Management Incentive Program
- Management Incentive Program
- Imperial Management Bonus Program
- Zoro Incentive Program
- Mexico Management Program

Updated: 8/13/2018

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