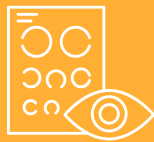


BE TRUGREEN. BENEFITS



COVERAGE OPTIONS

AUTOMATIC COVERAGE

As a TruGreen associate, you'll automatically receive the following coverage from TruGreen at no cost to you, even if you don't enroll in any other coverage:

- Basic life insurance
- Short-term disability (STD)
- LifeManagement Program (EAP)

You're automatically enrolled in the following benefits and must take action to decline or change your coverage:

- After 90 days, you'll be automatically enrolled in the TruGreen Profit Sharing and Retirement Plan – the 401(k) – at a 3% contribution rate.

OPTIONAL COVERAGE

Take action & enroll if you want:

- Medical and prescription drug, dental and/or vision coverage for you and your family
- Long term disability (LTD)
- To contribute to a health care or dependent day care spending account
- Supplemental life insurance for you
- Dependent life insurance for your spouse and child(ren)
- Accidental death and dismemberment insurance for you & your family you and your family
- Legal Services
- Supplemental plans: Accident, Critical Illness, and Hospital Indemnity
- If you enroll in a TruGreen sponsored health plan, TruGreen will provide Critical Illness coverage at no cost to you to supplement your medical coverage.

- If you need help navigating the site, or if you would like a myTGBenefits representative to process your enrollment, just call 844-313-8447, option 1. Representatives are available Monday through Friday from 8am - 4pm. CST
- Si usted habla español -Si necesita información adicional, llame myTGBenefits al 844-313-8447 y oprima la opción 1.

ENROLLMENT DEADLINE

You must complete your enrollment before your coverage effective date. When you're ready to take action, go to the myTGHR website at <http://mytrugreen.com> > Select myTGHR in the top menu and then select Smart Health.

WHEN YOU CAN ENROLL

You can only enroll in or make changes to many of your benefits during certain times, such as:

- 1) As a newly eligible associate, you **MUST** enroll before your coverage effective date.
- 2) Throughout the year, you can change your coverage if you experience a qualified status change
- 3) Each year in the fall, you can reconsider your coverage and make changes for the following year during annual enrollment.

Plan	When Coverage Begins
Medical and prescription drug, dental, vision, reimbursement accounts, life insurance, AD&D and legal services	On the date following the completion of 90 days of service
Long-term disability (LTD) and short-term disability (STD)	On the date following the completion of 180 days of service
TruGreen Employee Assistance Program and supplemental coverage (accident, critical illness, and hospital indemnity)	On your date of hire
Profit Sharing and Retirement Plan 401K	After 90 days of service

Eligible dependents include:

- **Spouse: A legal spouse is defined as a person of the same or opposite sex who is your husband or wife through a legally recognized marriage. This includes common-law spouses in states that recognize common-law marriage.**
- **Domestic Partner: in California only**
- **Children who are:**
 - **Up to age 26 for your medical, dental and vision plans, regardless of marital or student status**
 - **Of any age who were covered under the plan and certified as disabled before age 26**
 - **Under age 19, or between ages 19 and 26 if they are full-time students in an accredited school, for dependent life insurance and AD&D coverage**

PAID TIME OFF

TruGreen recognizes that a good balance between work and life is important. That's why associates are provided with annual paid time off to enjoy time off with your family.

AFTER YOU ENROLL

Confirmation of Enrollment

Print your confirmation directly from the enrollment website or watch your mail if you enrolled via a phone representative. Review this document and call myTGBenefits at 844-313-8447, option 1 if you have questions.

ID cards — If you enroll, you are able to view and print your health & dental ID cards on the Cigna website or app. You will receive the flexible spending account debit card in the mail once your enrollment is processed.



Who You Can Cover

You can choose:

- You only
- Spouse
- Child(ren)

ADDITIONAL BENEFITS WE OFFER

- Adoption Assistance
- Employee Assistance
- Vacation Time
- Paid Time Off
- Personal Day

