

BENEFITS AT-A-GLANCE

Get up to speed!



It's an exciting time to join The Hertz Corporation! Hertz is a great place to work and offers an extensive and highly competitive benefits package. Here are some of the highlights. Let's Go!!



Eligibility

You are eligible for benefits if you are a regular, full-time employee hired to work 30 or more hours per week. You may also enroll your eligible dependents. Coverage begins the first of the month after 60 days of employment if you have enrolled.



Health Benefits

Hertz pays the majority of our employees' health care costs, and medical and dental plans include preventive benefit coverage at no cost to you. We also offer you the opportunity to earn a wellness discount towards your medical premiums!

- **Medical** – Hertz offers three medical plans to meet the needs of our employees and to provide you and your family with the coverage you need. Prescription drug benefits are included when you enroll in a Hertz medical plan. Telemedicine services are also available for non-emergency conditions.
- **Health Savings Account** – If you enroll in the Hertz CDHP 2 with a bundled Health Savings Account (HSA), you automatically receive a contribution from Hertz to your HSA to pay for eligible health care expenses. You can also contribute your own pre-tax dollars from your paycheck. If you enroll in the CDHP 1, you also have access to an HSA that you can contribute to and reduce your taxable income.
- **Flexible Spending Accounts** – Flexible Spending Accounts (FSAs) let you pay for eligible health care and/or dependent care expenses on a pre-tax basis, so your taxes are lower.
- **Dental** – Hertz offers three dental options. The plans include 100 percent coverage for preventive care exams and yearly cleanings with in-network providers.
- **Vision** – Hertz offers vision coverage that provides benefits for routine eye care expenses, including examinations and eyewear. You can also receive a discount on LASIK/PRK procedures.



Financial Security

We provide you with benefits to help you financially when unexpected life events occur.

- **Life and Accidental Death & Dismemberment (AD&D) Insurance** – Hertz provides basic life insurance of one times annual pay. You may elect AD&D insurance and additional employee-paid life insurance coverage for yourself, your spouse and your children.
- **Disability Insurance** – Hertz provides hourly employees a basic short-term disability (STD) benefit that pays 50% of your weekly base pay up to \$150 per week if you experience an illness or nonwork-related injury. You can also purchase supplemental STD coverage.

Hertz provides a salary continuation benefit for salaried employees of 100% of base pay for a period of weeks, and then 50% base pay for a period of weeks. (Benefit durations based on your length of service with the company.)

Long-term disability (LTD) coverage is also available to purchase.

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Retirement

When we talk about wellness at Hertz, it goes beyond your physical health. We help you focus on your financial health by making contributions towards your retirement savings to help you plan for the future!

- **401(k) Income Savings Plan** – You may enroll in the Hertz 401(k) Plan and contribute a percentage of your pay. You can change your contribution amount, the way you contribute (pre-tax or Roth after-tax) or how your account is invested at any time.
- **Hertz's 401(k) Contribution** – Hertz contributes a 100 percent match on the first three percent you contribute and 50 cents for every dollar on the next two percent you save. This means if you contribute five percent, you will receive a four percent Hertz match.



Voluntary Benefits

In addition to the basic benefits, Hertz gives you access to a variety of voluntary benefits that focus on specific needs, including critical illness insurance, accident insurance, hospital indemnity coverage, legal services plan, identity theft protection and pet insurance.



Additional Benefits

Providing benefits that support you away from work is a key component of our benefit package. Whether it is paid time off work through vacation and paid holidays or assistance with the day-to-day stresses of life, Hertz provides a comprehensive benefit package to meet your needs.

- **Paid Time Off** – Hertz offers time off benefits for vacation, company holidays and paid parental leave.
- **Employee Assistance Plan** – You and your family members are eligible for up to five company-paid visits with a counselor per issue in person or by video – at no cost to you. The Employee Assistance Program (EAP) also offers phone support, a web portal and app, and other convenience resources.
- **Wellness** – The Hertz wellness program is designed to improve the way you work and live by providing support and incentives for optimizing your health and productivity. Weight loss and tobacco cessation benefits are available, too.
- **Car Discounts** – Hertz offers employees up to 40 percent off car rentals, and you can invite up to five family members and friends to enjoy the discount as well. Plus, you and your family members can save \$700 on each car purchased.
- **Perks and Deals** – Your Hertz benefits also include discounts and services to make your life a little easier to manage – both at work and at home – such as learning and development opportunities, credit union membership and an employee discount marketplace offering negotiated savings and discounts on electronics, travel, child care services, health clubs, tickets and more.
- **Tuition Reimbursement** – After six months of full-time employment, you may be eligible for \$5,250 per year in tuition reimbursement.
- **Adoption Assistance** – After one year of employment, you may be eligible for \$5,000 in adoption assistance after the adoption is final.
- **Commuter Benefits** – Pay for parking and transit passes with tax-free dollars.

Depending on your employment classification or if you are covered by a collective bargaining agreement some of the benefits listed here may not apply to you. Please refer to your labor agreement or contact your Human Resource Business Partner for further information about the benefits available to you and any limitations or restrictions on eligibility.

