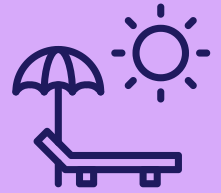


PURPLE PERKS SNAPSHOT FOR SALARIED EMPLOYEES

FLEXIBLE VACATION PLAN

Purple values our employees, and to show that value, we offer our salaried employees a flexible PTO plan. This plan allows employees to work with their managers to get approved time off as needed.



SICK AND WELLNESS TIME

Purple wants everyone to not just sleep great, but feel great as well. We offer 64 hours of sick and wellness time to our full-time employees, giving them time to rest and recover when they are not feeling their best.

GIFT MATTRESS

Purple offers the best mattress on the market, after 30 days of employment you'll sleep better than you ever have before by getting your own Purple mattress on us!



HOLIDAY SCHEDULE PAY

Holidays are a great time to get together and celebrate with friends and family. Purple wants to help our employees celebrate with their loved ones by offering paid holidays on select holidays.

PARENTAL LEAVE

Having a new family member can be a very special time, and Purple wants to help ease the stress with paid parental leave for our employees. Purple offers this leave for both the birth and the adoption of a child; this is available for the birthing parent and non-birthing parent.



RETIREMENT

Purple offers our employees a 401k retirement benefit. We offer a dollar match up to 4% and then 50 cents to the dollar up to 6%. So if you donate 6%, Purple will match 5%.

TUITION REIMBURSEMENT

Purple wants employees to get higher education and advance their careers. We will help by reimbursing fees for programs/degrees that are applicable to their current roles or potential future careers at Purple.



PURPLE PERKS SNAPSHOT FOR SALARIED EMPLOYEES



BENEFITS

Purple offers our full-time employees a full slate of benefits that start the first day of the month following their hire date. These benefits include but are not limited to medical, dental, vision, life, and short- and long-term disability insurance.

SEVENTH YEAR SABBATICAL

After 7 years of service at Purple, we want to reward employees with a 4-week paid sabbatical.



HEALTH AND WELLNESS STIPEND

Purple offers an annual \$100 stipend for products and services relating to health and wellness (e.g., a gym pass, home equipment, running shoes, etc.).

GIVE BACK DAY

Purple provides each employee with 1 work day that you can redeem any time during a calendar year when you volunteer for your local community or favorite cause.



CLUB PURPLE AND EMPLOYEE DISCOUNT

Purple treats employees to VIP discounts and awesome swag through Club Purple, an online platform!

BLUNOVUS

Purple cares about our employees and their loved ones. To show we care, we have partnered with Blunovus to offer proactive mental health care at no cost.



MARKET CREDIT

Purple offers a convenience mart at the following locations: HQ, Grantsville, and McDonough. We offer employees a \$10 monthly stipend to use at the market.