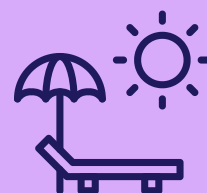


PURPLE PERKS SNAPSHOT FOR SALARIED EMPLOYEES

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.

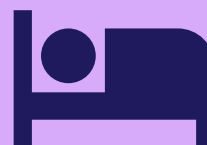


SICK AND WELLNESS TIME

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

GIFT MATTRESS

Purple offers the best mattress on the market. After your applicable waiting period, you can enjoy 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 10 paid holidays.

CHILDBIRTH AND PARENTAL LEAVE

Having a new family member can be a very special time, and Purple wants to help ease the stress with paid childbirth/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 match dollar for dollar up to 4% of pay, and 50 cents on the dollar for the next 2%. That means if you contribute 6%, Purple will match 5%.

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.



PURPLE PERKS SNAPSHOT FOR SALARIED EMPLOYEES

SABBATICAL

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



HEALTH AND WELLNESS STIPEND

Purple offers an annual \$100 stipend to go towards your physical, mental, and/or social wellness goals (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!

ULLIANCE

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



MARKET CREDIT

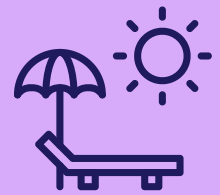
Purple offers a convenience mart at the following locations: HQ (Lehi, UT), Dream Lab (Draper, UT), PSouth (McDonough, GA), Salt Lake Distribution Center (West Valley, UT). We offer employees a \$10 monthly stipend to use at the market.

purple

PURPLE PERKS SNAPSHOT FOR FULL-TIME HOURLY EMPLOYEES

VACATION

Purple values our employees, and to show that value, we offer our full-time hourly employees an accrual up to 80 hours of PTO a year, with the ability to roll over unused PTO year to year. Vacation policies can vary by state.

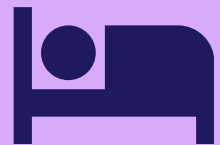


SICK AND WELLNESS TIME

Purple wants everyone to not just sleep great but feel great as well. We offer our full-time hourly employees an accrual up to 48 hours of Sick and Wellness a year. Sick time policies can vary by state.

GIFT MATTRESS

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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 10 paid holidays. If you are scheduled to work on a holiday, you will receive your holiday pay plus 1.5 times your regular rate for the hours worked.

CHILDBIRTH AND PARENTAL LEAVE

Having a new family member can be a very special time, and Purple wants to help ease the stress with paid childbirth/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 match dollar for dollar up to 4% of pay, and 50 cents on the dollar for the next 2%. That means if you contribute 6%, Purple will match 5%.

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.



PURPLE PERKS SNAPSHOT FOR FULL-TIME HOURLY EMPLOYEES

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