


PROTIVITI U.S. BENEFIT HIGHLIGHTS

Intern | 2023



It's my pleasure to share a comprehensive look at the competitive benefits Protiviti provides to you and your family. We are committed to supporting your unique needs and offering a wide range of benefits that improve your physical, emotional, psychological, and financial well-being. I'm excited to share this helpful guide with you, making it easy to learn more about our resources to enhance your well-being. Happy browsing!

— *Jennifer Tomer, Senior Director Total Rewards*



Table of contents

FLEXIBILITY AND TIME
AWAY FROM WORK

HEALTH & WELLNESS

MANAGING YOUR
FINANCES

PROFESSIONAL
DEVELOPMENT

RECOGNITION

**02 Flexibility and time away
from work**

- Flexible Work Model
- Alternate Work Arrangement
- Paid Holidays
- Leave of Absence (LOA)

03 Health and wellness

- Employee Assistance
Program (EAP)
- Gym Membership Discounts

04 Managing your finances

- 401(k) Company Plan
- Discount Mall
- Matching Gifts Program

05 Professional development

- Advisor Program
- Immersive Skill and E-Learning
Platform
- Innovation Learning
- Milestone Learning Programs
- Passport to Protiviti

06 Recognition

- Employee Store

Flexibility and time away from work

Flexible Work Model

Protiviti offers a flexible, hybrid approach to work in which our people fulfill their job responsibilities through a blend of in-person and remote work. Empowered engagement teams work together to implement hybrid aligned with client and business expectations.

Alternate Work Arrangement

Alternate Work Arrangements (AWA) offer support to employees who need structured, flexible arrangements beyond the flexibility of our flexible, hybrid work approach. All AWA requests are temporary and dependent upon client need. Arrangements can include a reduction of schedule hours, non-standard work weeks, or temporary remote work or location changes. All requests are subject to approval.

Paid Holidays

Protiviti observes ten (10) paid holidays each year.

Leave of Absence

Protiviti offers leave of absences (LOA) for employees that may require an extended period off from work. All leaves are managed by a third-party leave administrator who reviews eligibility, length of leave, paid benefits, etc. If a leave is needed, employees have the option to work with an internal leave concierge, who provides support to ensure a smooth transition before, during and upon returning from a leave.



Health & wellness

Employee Assistance Program (EAP)

Protiviti provides short-term counseling for personal, family and work/life matters through the Employee Assistance Program. This service is company-paid and offers ten (10) in-person or virtual sessions per topic, per year. The EAP also offers educational resources, referral services for child and elder care as well as support for legal and financial issues.

Gym Membership Discounts

Receive fitness and nutrition discounts through Protiviti’s fitness program, where employees may search local areas to take advantage of in-person and virtual offers. In addition, receive access to mental health services as well as lifestyle resources at a discounted rate to help you achieve your goals. Protiviti also partners with Camp Gladiator to offer additional discount options.



Managing your finances

401(k) Company Plan

Contribute to a Fidelity 401(k) savings and investment plan through the Protiviti 401(k) plan. Employees can contribute pre-tax and Roth contributions from 1% to 60% of eligible earnings, up to the IRS annual maximum. New hires are auto-enrolled at 4% (base pay only) or may opt out within 30 days after the date of hire. Employees have the ability to change contribution percentages, make bonus elections, or change investment options at any time.

Discount Mall

Get exclusive discounts and offers 24/7 through PerkSpot, Protiviti’s discount mall. Choose from hundreds of local and national merchants such as health clubs, movie theaters, restaurants and more.

Matching Gifts Program

Protiviti employees are eligible to receive a \$1,500 matching-gifts cap every calendar year towards a non-profit organization(s) of their choice. The match amount can be used towards direct giving, activity-based or volunteer hours. The direct giving and activity-based funds are matched 1:1, where dollars for doers grants \$15 for each hour when time is volunteered.



Professional development

Advisor Program

Upon hire, Protiviti employees are provided with a network of advisors who offer ongoing career development and connect our people with the leadership of the firm.

Immersive Skill and E-Learning Platform

Employees have access to Percipio, an intelligent online learning partner that delivers immersive learning experiences through highly engaging content and 700+ curated learning paths (channels) that include courses, videos, books, audiobooks, summaries, and practice activities on topics such as business operations, cloud, data, leadership essentials, project management, and more.

Innovation Learning

Employees have access to innovative learning opportunities such as Design Thinking, Agile and more to help deliver innovation to our projects. In addition, employees may apply to participate in a secondment to one of our three (3) “Protiviti iNN” innovation sites.

Milestone Learning Programs

At key career milestones, employees attend learning programs focused on developing leadership, consulting, and business development skills.

Passport to Protiviti

Passport to Protiviti is Protiviti’s innovative onboarding program which integrates new employees throughout their first year with the firm. Passport starts with a live program that builds knowledge of Protiviti’s strategy and culture and broadens new employee networks from day one. Over the course of the year employees will be provided with a yearlong program that broadens networks and provides directed learning experiences.



Recognition

Employee Store

Shop from the official store for Protiviti branded employee merchandise from wearables, bags, and more. The ProShop Employee Store allows you to represent Protiviti in style.



Benefits listed here are examples of benefits currently offered by Protiviti but any benefit for which you may become eligible if employed by Protiviti will be governed by the terms and conditions of your employment and by the terms of each individual plan or program document. The official plan or program documents (as interpreted by the plan administrator in its sole discretion) and the laws that govern each plan or program will be followed in determining your rights and benefits under each plan or program. Protiviti reserves the right to amend, modify, suspend, or terminate the plans or programs, in whole or in part, at any time without prior notice, to the extent allowed by law. This means Protiviti has the right to change plan or program terms (including eligibility for benefits) or to discontinue any part or all of the benefits described herein at any time. Nothing in this document shall be construed as changing the at will employment of any participant, or as a guarantee of any rights or benefits under the program.

About Protiviti

Protiviti (www.protiviti.com) is a global consulting firm that delivers deep expertise, objective insights, a tailored approach, and unparalleled collaboration to help leaders confidently face the future. Protiviti and its independent and locally owned Member Firms provide clients with consulting and managed solutions in finance, technology, operations, data, digital, legal, governance, risk and internal audit through its network of more than 85 offices in over 25 countries.

Named to the [2022 Fortune 100 Best Companies to Work For®](#) list, Protiviti has served more than 80 percent of *Fortune* 100 and nearly 80 percent of *Fortune* 500 companies. The firm also works with smaller, growing companies, including those looking to go public, as well as with government agencies. Protiviti is a wholly owned subsidiary of Robert Half (NYSE: [RHI](#)). Founded in 1948, Robert Half is a member of the S&P 500 index.