

The many benefits of Growing
with TruGreen.



TRUGREEN[®]
Go greener.SM

Get to know TruGreen

TruGreen is America's #1 lawn care company, serving more than 1.7 million residential and commercial customers across the United States and Canada with lawn, tree and shrub care. Your lawn and landscape needs ongoing attention to stay healthy. That's why TruGreen provides science-based solutions tailored to meet your specific needs. As the leader in the professional lawn care industry, TruGreen is uniquely equipped to help you achieve a lawn you'll love.



Visit us online to learn more about our services at
www.TruGreen.com

or to find employment information visit
www.jobs.TruGreen.com.

»» Did You Know »»

A healthy lawn traps pollution, cools the Earth, prevents surface runoff and improves air quality.

Grow with TruGreen

TruGreen is always advancing. We have a clear vision to be a rapidly growing, best-in-class lawn, tree and shrub care provider. To do that, we will count on our associates to live our values every day, do what's right for customers and take control of our success.

We will grow together.

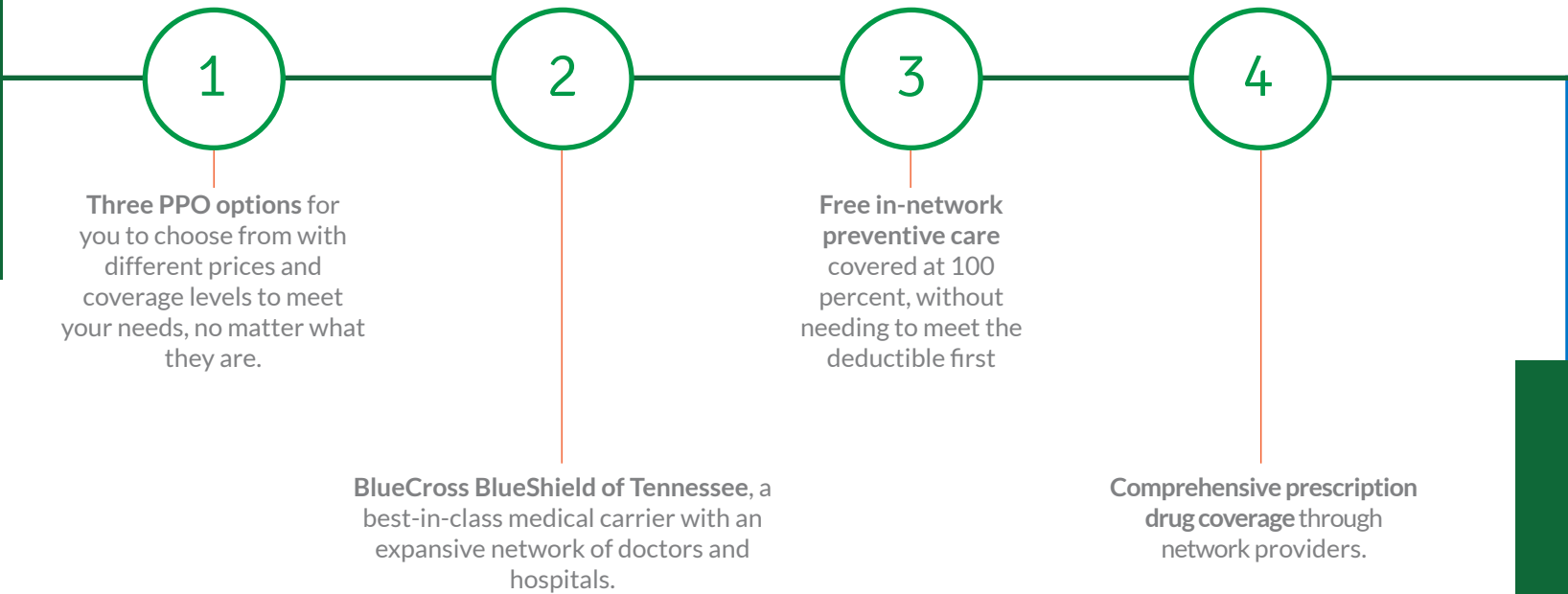
Just as we count on you, you can count on TruGreen to support your needs and ambitions, and to provide opportunities that keep your career, your health, your future, your life and your community growing stronger.

Grow with TruGreen expresses the unique value of working at TruGreen. We provide the opportunity to reach your potential at a strong and growing company, and the support you need to take your work and life in new and exciting directions.



Medical and Prescription Drug Coverage

At TruGreen, you don't just get an affordable medical and prescription drug plan for yourself and your family. Your medical and prescription drug coverage also includes access to:



Even if you choose not to enroll in medical and prescription drug coverage, TruGreen will provide you with resources through the Quit For Life® program if you want help kicking the tobacco habit.

FYI

You can enroll in medical and prescription drug coverage if you're a regular full-time associate, and you may cover your legal spouse / domestic partner and children up to age 26. Coverage begins on the date following completion of 90 days of employment (the 91st day).

Other Health Benefits to Meet Your Needs

Above and beyond medical and prescription drug coverage, you also have access to the following optional benefits:

- Three dental plan options for you to choose from with different in- and out-of-network coverage levels.
- A vision program to help keep your costs down for exams and eye wear.
- Two reimbursement accounts that allow you to save taxes on eligible health care and dependent day care expenses.
- Short- and long-term disability coverage to protect you and your family from loss of income due to illness or injury.
- Robust life insurance coverage, including basic life at no cost to you, and the option to purchase additional life insurance for yourself and your family.
- Accidental death and dismemberment insurance in the event of certain serious injuries or death due to an accident.
- Automatic business travel accident insurance in the event of your death or injury while traveling on business.

TruGreen has you covered

FYI

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Savings and Retirement Benefits

- 🌿 To help boost your savings for the future, the 401(k) plan allows you to enjoy:
- 🌿 Automatic enrollment at a 3 percent contribution rate
- 🌿 Automatic increases by 1 percent each year, up to 10 percent



- 🌿 Company matching contributions equal to a dollar-for-dollar match on the first 1 percent and a 50-cents-per-dollar match on the next 5 percent you contribute
- 🌿 Two-year vesting so that you own your entire account after two years



Career Opportunities

TruGreen also invests in your future by offering:

- 🌿 Competitive pay with distinctions for individual performance
- 🌿 Opportunities for growth through learning and development, training and recognition programs



Life Beyond Work

Because we value you as an individual and know that you have a life outside of work, TruGreen also provides:

- 🌿 Leaves of absence policies that provide you with income protection, job security and time off to focus on recovery after a long-term illness or injury
- 🌿 TruGreen Life Management Program that's designed to help with the stress and challenges of life through professional consultation
- 🌿 Discount programs to help you save money on apparel, electronics, travel, gym memberships, car expenses and more
- 🌿 Support for your community through volunteer programs and grants to service organizations



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TruGreen Isn't Just a Name

We're in the business of providing exceptional service — it's how we develop as individuals, excel with customers and grow profitably.

We offer careers with opportunity, advantages and a total compensation package that gives you the protection and financial security you're looking for.

TruGreen provides equal opportunities to individuals without regard to race, color, religion, sex, age, national origin, citizenship, marital status, sexual orientation, U.S. Veteran status, disability, or any other legally protected class.

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