



Fortrea U.S. Benefits

Like the arrow in our logo, we are on a forward trajectory, moving towards a future we are helping to create.

Fortrea Benefits are there to help you:

Live your Healthiest Life	<ul style="list-style-type: none"> ✓ 3 medical plan options with 2 different insurance carriers, including prescription drug coverage ✓ 2 dental and vision plan options ✓ 24/7 access to no-charge telemedicine for urgent care, primary care, dermatology and behavioral health visits
Focus on your Well-Being	<ul style="list-style-type: none"> ✓ Free health coaching
Reach your Professional Goals	<ul style="list-style-type: none"> ✓ Professional development skills and training
Manage your Mental Health and Work-Life Balance	<ul style="list-style-type: none"> ✓ Life coaching and personal wellness coaching ✓ Employee Assistance Program for 24/7 confidential guidance from professional advisors
Grow your Family	<ul style="list-style-type: none"> ✓ \$3,000 reimbursement for legal adoption expenses ✓ Free Maven maternity, parenting and family building program
Enjoy your Paid Time Off	<ul style="list-style-type: none"> ✓ Hourly team members scheduled to work 40 hours accrue paid time off weekly ✓ Salaried team members follow our flexible time off policy ✓ Seven paid holidays annually
Prepare for the Unexpected	<ul style="list-style-type: none"> ✓ Disability coverage ✓ Basic life insurance ✓ Business travel accident insurance ✓ Optional accidental death and dismemberment insurance ✓ Optional accident insurance, critical illness insurance, hospital confinement insurance, identity theft protection and legal assistance program
Make your Money Go Further	<ul style="list-style-type: none"> ✓ \$1,000 Health Reimbursement Arrangement (HRA)¹ ✓ \$1,000 Health Savings Account (HSA)¹ ✓ Health Care (FSA), Dependent Care (FSA) and Commuter (CSA) ✓ 401(k) plan with company match up to the first 5%

¹ Fortrea will pay \$500 for you and \$500 for your spouse/domestic partner for completing qualifying wellness activities

This document is a general summary of benefits available for U.S.-based Fortrea employees, but may not reflect additional or different benefits that are provided in compliance with applicable laws, which may be subject to change as required by law. Full program details are available in the official plan document. This document is shared with all candidates when an offer is presented. Fortrea retains the right, at its sole discretion, to determine eligibility for participation or benefits and to interpret the terms of the plans. All determinations and interpretations made by Fortrea shall be conclusive and binding upon all parties. Fortrea reserves the right to change or terminate benefits at any time.