

GLOBAL EMPLOYEE BENEFITS

SPS Commerce provides statutory benefits based on the unique regulations of each country in which we operate. The grid below shows the supplemental benefits offered by SPS within a variety of countries.

BENEFITS	BENEFITS AVAILABLE BY COUNTRY					
	AUSTRALIA	CANADA	CHINA	NETHERLANDS	PHILIPPINES	UKRAINE
EMPLOYEE ASSISTANCE PLAN (EAP)	✓	✓	✓	✓	✓	✓
PAID TIME OFF (PTO)	✓	✓	✓	✓	✓	✓
COMPANY HOLIDAYS	✓	✓	✓	✓	✓	✓
BUSINESS TRAVEL ACCIDENT	✓	✓	✓	✓	✓	✓
HEALTH		✓			✓	✓
DENTAL		✓			✓	✓
DISABILITY		✓				
RETIREMENT SAVINGS / PENSION	✓	✓		✓		
EMPLOYEE STOCK PURCHASE PLAN (ESPP)	✓	✓				
LIFE INSURANCE AND AD&D		✓			✓	
DEPENDENT LIFE INSURANCE		✓				
TUITION REIMBURSEMENT	✓	✓				