



Enterprise Rent-A-Car Benefits

You want to be recognized for all your hard work. At Enterprise, recognition goes far beyond great earnings. We provide benefits that give you the means to a healthy lifestyle and the flexibility to meet your changing needs. Throughout this page, you'll find the benefits and perks that show you how much Enterprise appreciates its employees and the work they do everyday.

Enjoy life

We want you to succeed in life as much as we want you to succeed in your career. And our benefits package is just one way we're able to show you how much we mean it. It's your personal enterprise. Enjoy it.

Health

Eligible full-time U.S. employees enjoy the following:

Medical

We value your health by providing access to quality health care at a reasonable cost through UnitedHealthCare and the choice of PPO or EPO coverage.

Dental

The Enterprise dental plan, offered through Delta Dental's nationwide program, Delta Dental Premier, is designed to help pay for professional dental care for you and your family.

Prescription Drugs

This plan administered by Express Scripts offers employees a three-tiered price structure and two convenient ways to purchase your prescription drugs: order by mail, pay one copay, receive up to a 90-day supply or visit a network pharmacy, pay one copay, receive up to a 30-day supply.

Vision

Take advantage of discounts on a variety of professional eyecare services and products at thousands of locations nationwide through our voluntary program administered by EyeMed Vision Care.

Financial Security

Eligible U.S. employees enjoy the following:

Retirement Savings Plan

The Enterprise Rent-A-Car Retirement Savings Plan is open to all full-time and part-time employees and includes a 401(k) account with a company match of employee deferrals up to 3% of compensation and a profit sharing account. Once enrolled, participation in the 401(k) account begins on the first day of the third month of employment, and all employees who complete one year of continuous service, which includes 1,000 hours of service, are eligible to receive a contribution to their Profit Sharing account.

Flexible Spending Accounts

With a little planning, employees taking advantage of this program can reduce their taxes and increase their spendable income. You can set aside a portion of your earnings on a pretax basis in order to claim



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reimbursements for qualifying dependent care and health care expenses which are not otherwise reimbursed.

Dependent Care Spending Account (DCSA)

One of the largest expenses for many families is dependent care. This includes day care, after school care, elder care, and care in your home. The DCSA lets you set aside pretax dollars to pay for eligible dependent care expenses and offers potential for significant tax savings.

Health Care Spending Account (HCSA)

An excellent way to fund predictable, out-of-pocket medical expenses. The HCSA allows the use of pretax dollars to pay for medical, dental, vision and hearing expenses such as copays, deductibles, coinsurance, eyeglasses/contacts and orthodontia.

Life Insurance

Enterprise provides, at no cost to you, basic life insurance coverage equal to 1.5 times your annual pay. In addition to the basic life benefit, employees may elect as a voluntary program through payroll deduction, to purchase additional life insurance for themselves or coverage for their spouse or children.

Long Term Disability

Long-term disability (LTD) coverage is designed to provide a portion of your income if you are disabled and can no longer work. Enterprise pays the full cost of this benefit by paying premiums to the insurance carrier. LTD benefits begin after 90 days of disability and you receive 60% of your monthly pre-disability pay.

Personal life

Eligible U.S. employees enjoy the following:

Time Off

Enterprise realizes the importance of time away from work and provides both paid and unpaid time off as a way to help us balance the needs of our personal and professional lives. That's why we make the following types of time off and leaves of absence available for all full time employees:

Time Off

- Holidays
- Vacation
- ChoiceTime

Leaves of Absence

- Sick Leave
- Adoption Leave
- Maternity Leave
- Paternity Leave
- Bereavement Leave
- Jury Duty
- Military Leave



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LifeManagement Program

Our busy lives are constantly changing. Wouldn't it be nice to get some tips on how to better meet life's daily challenges? LifeManagement professionals provide confidential consultation 24 hours a day, whether you are dealing with a change in the workplace, preparing for the arrival of a new child, or struggling with an emotional concern. LifeManagement combines our Employee Assistance Program (EAP) and work/life resources program into one packaged benefit and allows you access to both work/life specialists and licensed consultants who can provide specialized assistance or in-person counseling for a broad range of needs.

Adoption Assistance

For employees who are building families through adoption, Enterprise provides assistance by reimbursing you for a portion of your related expenses.

Perks

Eligible U.S. employees enjoy the following:

Discounts

Save on a wide range of products and services including:

- Daily Rental Discounts
- Vehicle Purchase Plan
- Vehicle Leasing
- Child Care
- Clothing
- Computers Hardware/Software
- Electronics
- Fitness
- Telecommunications
- Books & Magazines
- Personal Care
- Automotive Services

Other perks include:

- Service Award Program
- Employee Referral Bonuses
- Recognition Awards
- Company Sponsored Events