

2026 Corporate Club Benefits Overview

401(k) Retirement Savings Plan

You are eligible to enroll in the company sponsored 401(k) Retirement Savings Plan on the first day of the month following 90 days of employment. Traditional (pre-tax) and Roth (post-tax) options are available. Planet Fitness offers a generous company match on your contributions that you are immediately vested in. Employees 21 years and older are eligible to enroll.

Employee Assistance Program (EAP)

We provide all employees with access to an Employee Assistance Program that provides CONFIDENTIAL support and guidance for matters that range from personal issues to providing information on everyday topics that affect your life.

Holidays & Holiday Pay

Planet Fitness is open to the public for most national holidays and observes nine holidays, including New Year's Day, Martin Luther King, Jr. Day, Memorial Day, Juneteenth, Fourth of July, Labor Day, Thanksgiving Day, Day after Thanksgiving and Christmas Day. Non-exempt employees who work on an observed holiday receive a holiday rate of pay equal to 150% of the employee's regular hourly rate of pay for all hours worked on the holiday. Non-exempt, full-time employees who work a minimum of 30 hours a week, but do not work on a holiday may receive holiday pay equal to their regular hourly rate for their regularly scheduled daily hours. Non-exempt, part-time employees who do not work on a holiday do not receive holiday pay.

Sick Leave

Employees earn paid time based on actual hours worked to be used for paid sick leave and to guard against loss of earnings due to illness.

Vacation*

Planet Fitness recognizes that employees need to have the proper balance between their work life and personal life and, thus, we provide paid vacation time to full-time employees working a minimum of 30 hours per week. The longer your tenure, the more paid vacation time you earn.

Volunteer Time (VTO)**

Club Managers and Assistant Managers may use up to 16 hours of work time, per calendar year, to take civic action to support diversity and inclusion efforts, donate time to a charitable organization of your choice or participate in a company sponsored volunteer day. VTO is considered paid time off and should be scheduled in advance and is subject to your manager's approval.

Employee Stock Purchase Plan (ESPP)

The Employee Stock Purchase Plan (ESPP) allows employees who regularly work 20 or more hours per week to purchase Planet Fitness stock (PLNT) at a discount through payroll deductions after 90 days of employment during one of the offering periods.

Free Black Card Membership

Planet Fitness offers employees a free Black Card Membership starting on their first day of work! Black Card Membership includes access to all clubs in the Planet Fitness chain as well as use of the Black Card Spa®, Premium Perks, and the opportunity to bring a guest.

LifeMart Discount Program

Another great benefit to Planet Fitness employees is a discount retailer called LifeMart. LifeMart offers discounts on shopping, travel, meal delivery services, theme parks, and much more.

Medical Insurance Plans*

Effective the date of hire, eligible employees may enroll in our medical insurance plans through Cigna:

- OAP HSA – Consumer Driven Health Plan with Health Savings Account (HSA)
- OAP \$5000 – Preferred Provider Organization
- OAP HRA – Preferred Provider Organization

Plans include prescription coverage and wellness rewards.

Dental Insurance Plan*

Effective the date of hire, eligible employees may enroll in our dental insurance plan through Northeast Delta Dental.

Vision Insurance Plan*

Effective the date of hire, eligible employees may enroll in our Vision Service Plan (VSP).

Supplemental Health Insurance Options*

Effective the date of hire, eligible employees may enroll in Accidental Injury Insurance, Critical Illness Insurance and/or Hospital Care Insurance through Cigna. These are voluntary products that are 100% employee paid and intended to supplement, not replace medical plan coverage. You do not need to enroll in Cigna medical plan to be eligible to enroll in these supplemental benefits.

Flexible Spending Account (FSA)*

Effective the date of hire, eligible employees may enroll in a Healthcare Flexible Spending Account (FSA). You may use this account to pay for eligible expenses using pretax dollars.

Health Savings Account (HSA)*

The HSA allows you to save money with pre-tax dollars to use to pay for out-of-pocket qualified health care expenses when enrolled in the Cigna OAP HSA Plan. Planet Fitness offers per pay period funding when you contribute to your HSA.

Commuter Benefits*

We offer commuter accounts for parking and transit.

Life/AD&D Insurance and Short-Term and Long-Term Disability Benefits*

Effective the first of the month after your 90th day of employment, the company provides Life/AD&D Insurance, Short-Term Disability and Long-Term Disability to eligible employees. Benefits are 100% company paid. You can "buy up" Supplemental Life coverage for yourself, your spouse and/or your child(ren).

Tuition Reimbursement*

Planet Fitness offers tuition reimbursement for full-time employees after 6 months of employment for certain expenses towards the pursuit of a college degree up to \$5,250 per calendar year.

Parental Leave**

Club Managers are eligible for up to eight weeks of paid parental leave for the birth or adoption/placement of your child. This is available for either parent and is paid in coordination with an approved leave.

**Benefits offered only to full-time Corporate Club employees who are regularly scheduled to work at least 30 hours per week.*

***Benefits offered only to full-time Corporate Club Managers; with the exception of Volunteer time which includes Assistant Managers.*