How does it work?

- Employees may elect a continuous (post-tax) ESPP payroll deduction of between 1% and 10% of total pay from each pay period occurring during an Option Period.
- Option Periods and Purchasing Dates:
    - The Option Period of January 1 through June 30 will fund a purchase on the first business day after June 30.
    - The Option Period of July 1 through December 31 will fund a purchase on the first business day after December 31.
- At the end of each Option Period, PLNT shares are purchased at a 15% discount off of the closing share price occurring on the lower of:
    - The beginning date of the option period OR
    - The ending date of the option period.
- Only whole shares can be purchased. Funds remaining that were insufficient to purchase one whole share at the end of the period, will be rolled into the next period, unless you opt out, in which case funds will be returned.
- Tax withholding will occur in the next available payroll following the purchase of shares. *(See Purchase of Shares and Tax Withholding Example below)*.
- Enrollment in any option period occurs during an open enrollment window of approximately two months before the beginning of the period but no later than ten business days prior to it.
- Contribution elections are final at the close of any enrollment window and cannot be changed. Cancellation of an active enrollment is permitted, in its entirety only, no later than ten business days prior to the end of an option period. Upon cancellation all account funds are refunded through the regular payroll process.
- Once enrolled in the program, participation continues indefinitely for subsequent Option Periods unless you Opt Out election occurs.