

# Benefits Summary

We strive to provide diverse benefits aligned with our culture that holistically support our employees in their wellness journey and continually evolve to meet the trends and needs of our employees.

## Health & Wellness

- A variety of Medical, Dental and Vision plans with eligibility first of the month following hire.
- Employer contribution toward HSA on high deductible plans.
- Robust wellness program offering support on your physical, mental, and financial wellness journey. Substantial reduction in medical premiums upon completion of wellness program.
- Gym reimbursements up to \$20/month.
- Fitness reimbursement up to \$200 per year.

## Financial Security

- Company paid basic life insurance, short-term and long-term disability.
- 401(k) plan with employer match of 100% on first 3% and 50% on next 2% of earnings.
- Legal support through Rocket Lawyer for you and your family.
- 1-on-1 financial coaching.

## Mental Wellbeing

- Employee Assistance Program includes 5 free sessions with a therapist for you or anyone in your household. Availability to speak with a counselor 24/7.
- Free Headspace subscription to support your mental health.

## Continuous Learning

- Tuition reimbursement for college level courses up to \$3000 per year.
- Training and certification for applicable programs.

## Family Support

- Paid leave for new parents and family care.
- Fertility benefits through our medical plan.
- Pet insurance through Nationwide for your fur family.

## Flexibility & Time Off

- Flexible paid time off for salaried employees. No accrual of time or balance to track.
- 15 days of PTO for the first year and an additional day each year for hourly employees.
- 11 holidays per year plus a Diversity Designation Day that is voted by employees every year.