

Benefits Summary

We strive to offer a comprehensive benefits program that meets the diverse needs of a global company, is of value to our employees, supports physical, mental, family, and financial well-being, and is best-in-class.

Health & Wellness

- A variety of Medical, Dental and Vision plans with eligibility on date of hire.
- Employer contribution toward HSA on high deductible plans.
- Virtual Mental Health and Virtual Primary and Urgent Care resources free of charge to you and your dependents through First Stop Health.
- Gym reimbursements up to \$20/month.
- Fitness reimbursement up to \$200/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%.
- Legal support through Rocket Lawyer for you and your family.
- Remote communication allowance to help support our remote workforce.

Mental Wellbeing

- Employee Assistance Program includes unlimited virtual sessions with a therapist for you and your dependents. Availability to speak with a counselor 24/7.
- Free Calm subscription to support your mental health.

Continuous Learning

- Tuition reimbursement for college level courses up to \$3,000/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.
- 13 holidays per year including a Designated Diversity Day.