



# US BENEFITS

## FLEXIBLE PAID TIME OFF

We all need time away from work to recharge. Full-time team members are eligible for flexible time off. Just be sure to communicate this with your lead and team.

## 401K

We offer a 401k plan and we will match 100% of your contribution, up to 5% of your salary. Our contribution immediately vests.

## LEARNING & DEVELOPMENT

We provide financial resources for you to pursue continuous education courses, training and degree programs. We will reimburse you up to \$1,500.00 per year for eligible programs

## WELLNESS REIMBURSEMENT

Expense up to \$20 per month toward a health club membership or fitness class.

## HOLIDAYS

We observe 9 paid holidays each year and our U.S. offices are closed on:

- |                         |                      |
|-------------------------|----------------------|
| <b>New Year's Day</b>   | <b>Thanksgiving</b>  |
| <b>President's Day</b>  | <b>Black Friday</b>  |
| <b>Memorial Day</b>     | <b>Christmas Eve</b> |
| <b>Independence Day</b> | <b>Christmas Day</b> |
| <b>Labor Day</b>        |                      |

## MEDICAL

We offer two medical insurance plans for full-time team members to choose from.

### Provider: Regence PPO & HDHP/HSA National Networks

<b>HDHP-HSA Plan</b>	<b>PPO - Plan Copay:</b>
Deductibles:	Deductibles
\$1,500 Individual	\$500 Individual
\$3,000 Family	\$1,500 Family

We offer Medical Flexible Spending Account (FSA) & Dependent Care FSA

### HSA Contributions

We contribute \$3000 to family plans and \$1500 for individual plans on an annual basis. You must be enrolled in an HDHP plan to be eligible.

### On-Demand Primary Care

We provide a free subscription for full-time team members who enroll in a HireVue medical plan, and access to world-class physicians with the power of (AI). That means you can access care where and when you need it most. It's simple and private access to board-certified care.

## MATERNITY & FERTILITY

Team members and their partners are offered a free subscription for maternity & fertility resources. Video chat or private message with OB-GYNs, lactation & infant sleep experts, career coaches, and more.

## PAID PARENTAL LEAVE

We support our team members and their families with Paid Parental Leave:

- 12 weeks paid Maternity & Adoption Leave.**
- 3 weeks paid Parental Bonding Leave**
- 1 week paid Granternity Leave**

## VISION

We offer group vision insurance to full-time team members. Provider: VSP & EyeMed

## LIFE INSURANCE POLICY

We provide a term life insurance policy to full-time team members at 3x your annual earnings

## DENTAL

We offer dental insurance to full-time team members. PROVIDER: Lincoln Financial

### High Plan:

Annual maximum  
\$2,000 per person  
Orthodontia Coverage up to 19

### Low Plan:

Annual maximum  
\$1,000 per person

## SHORT & LONG TERM DISABILITY

We offer short term and long-term disability insurance fully paid for by the company. We pay 100% of the premiums for both Short and Long Term Disability

## ADDITIONAL VOLUNTARY OPTIONS

We offer additional voluntary benefit options such as identity theft, critical illness, hospital indemnity, accident insurance, auto & home insurance.