

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/year.



MENTAL WELLBEING

- Employee Assistance Program includes 3 free sessions with a therapist for you. Availability to speak with a counselor 24/7.
- Free *Calm* subscription to support your mental health.



FAMILY SUPPORT

- Paid leave for new parents and family care.
- Pet insurance through Nationwide for your fur family.



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 **ROCKETLAWYER** for you and your family.
- 1-on-1 financial coaching.



FLEXIBILITY & TIME OFF

- Uncapped paid time off for salaried employees. Freedom to take the time you need with the trust you'll do your job well.
- 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.



CONTINUOUS LEARNING

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