

# 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 on date of hire.
- Employer contribution toward HSA on high deductible plans.
- Virtual Primary and Urgent Care through First Stop Health
- Gym reimbursement up to \$20/month.
- Fitness reimbursement up to \$200/year.

## Mental Wellbeing

- Mental Health Counseling through First Stop Health for you and your Immediate family members.
- Premium Calm subscription for you and your immediate family members

## Family Support

- Paid leave for new parents and family care.
- Fertility benefits through our medical plan.
- Pet insurance through Nationwide for your fur family.
- Remote Communications allowance to support our remote workforce

## 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 through KPP

## Continuous Learning

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

## Flexibility & Time Off

- Results-Oriented Work Environment (R.O.W.E) for Salaried Employees: Flexible paid time off, allowing you to take the time you need with the trust that you'll meet your responsibilities and deliver results effectively.
- Paid Time Off (PTO) for Hourly Employees: 15 days PTO to start and an additional day each year up to 25 days.
- 13 holidays per year