



# CloudFit Benefits Summary

**CloudFit is committed to the wellbeing of you and your family, offering a meaningful & robust benefits package**

CloudFit benefits are effective on your date of hire



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# CLOUDFIT BENEFIT DETAILS

## BENEFITS PAID 100% BY CLOUDFIT



### MEDICAL (CIGNA)

#### HDHP

- Annual Deductible: \$3k Individual/\$6k Family
- Coinsurance: 100% Covered

#### PPO

(Buy Up)

- Annual Deductible: \$500 Individual/\$1k Family
- Coinsurance: 80% Covered



### SHORT TERM DISABILITY (GUARDIAN)

- 60% of Your Weekly Salary, (\$2.5k Cap), up to 12 Weeks



### VISION (GUARDIAN)

- Annual Eye Exams - \$10 Copay
- Bi-Annual Frames - \$130 Allowance + 20% off balance
- Annual Contact Lenses - \$130 Allowance



### BASIC LIFE AND AD&D (GUARDIAN)

- 1x Your Annual Salary, up to \$200k



### DENTAL (CIGNA)

- \$1.5k Annual Allowance
- Employee Buy Up Option - \$2k Annual Allowance



### LONG TERM DISABILITY (GUARDIAN)

- 60% of Your Monthly Salary, up to \$6k



### WELLNESS PROGRAM

- Wellness Reimbursement - \$100 Per Quarter
- Ability to earn HSA funding or a discount on the buy-up medical plan
- Health Fairs, Events and Fitness Challenges



### LEAVE & TIME OFF

- 120 PTO Hours (increases with years of service) 8 giving back hours, 13 paid company holidays, parental leave, 3 days of bereavement leave, 4 hours of voting leave annually.

## ADDITIONAL BENEFITS AVAILABLE

### VOLUNTARY HEALTH BENEFITS

- **Hospital Indemnity** (Guardian) - Provides payments to help with deductibles, copays & more if you are admitted to a hospital for a covered sickness or injury.
- **Critical Illness** (Guardian) - Provides a cash payout to assist with medical expenses if you experience a serious illness like cancer or a stroke.
- **Accident** (Guardian) - Provides a cash lump sum if you suffer an accident like a severe burn, broken bone or an emergency room visit.

### SPENDING & RETIREMENT ACCOUNTS

- **Flexible Spending Account** (WEX) - Contribute Up to \$2,850 Pretax for Qualified Medical Expenses
- **Health Savings Account** (WEX) - Contribute up to \$3,850 for individual coverage or \$7,750 for family coverage.
- **Dependent Care Flexible Spending Account** (WEX) - Contribute Up to \$5k Pretax Per Household for Qualified Dependent Care Expenses
- **401k** (Human Interest) - Contribute Up to \$20,500 Pretax Annually with a company match of 1.5%

### VOLUNTARY LIFE INSURANCE

- **Voluntary Life** (Guardian) - Employee Paid up to \$500k
- **Spouse Life** (Guardian) - Employee Paid up to \$250k
- **Child Life** (Guardian) - Employee Paid up to \$10k

### OTHER BENEFITS

- **Legal** (Met Law) - Telephone & office advice for an unlimited number of personal legal matters with an attorney of your choice.
- **Pet Insurance** (Nationwide) - Choose from 3 levels of reimbursement 50%, 70% or 90%) to get cash back on vet bills.
- **Employee Assistance Program** (IBH) - 3 Counseling Sessions Per Year & unlimited telephonic support for financial problems or planning needs.
- **Swag Allowance** (CloudFit) - \$55 allowance twice per year, to buy CloudFit swag.
- **Certification Reimbursement** (CloudFit) - 100% reimbursement for fees, study materials, and costs associated with technical certifications that align with the goals of the business.