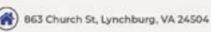


CloudFit is committed to the wellbeing of you and and your family, offering a meaningful & robust benefits package

CloudFit benefits are effective on your date of hire







## **BENEFITS PAID 100% BY CLOUDFIT**



## **MEDICAL** (CIGNA)

HDHP | • Annual Deductible: \$3k Individual/\$6k Family

Coinsurance: 100% Covered

PPO • Annual Deductible: \$500 Individual/\$1k Family

(Buy Up) Coinsurance: 80% Covered



# **SHORT TERM DISABILITY** (GUARDIAN)

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



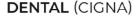


- Annual Eye Exams \$10 Copay
- Bi-Annual Frames \$130 Allowance + 20% off balance
- Annual Contact Lenses \$130 Allowance



# BASIC LIFE AND AD&D (GUARDIAN)

• 1x Your Annual Salary, up to \$200k





- \$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 bereavment 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.