



2022 Benefits at a Glance

Raft offers you a comprehensive benefits package to help you manage your and your family's health and well-being for today and into the future. Our suite of competitive benefits are designed to help you achieve a productive balance between work and life outside of Raft. Our program provides you with flexibility and options to create a customizable package that fits your specific needs and goals.

Benefit	Description of Coverage
<u>WELLNESS</u>	
Tech	Yearly budget of \$850 for any tech/gadgets (noise cancelling head phones, drones, etc.,) for business or pleasure.
Computer Purchase	Budget of \$3,500 on day 1 for any computer purchase.
Education/Training	Lifetime budget of \$25,000 for any conference, classes, training, events, etc., not to exceed an yearly budget of \$5,000.
Publishing/Presenting Bonus	Yearly bonus for presenting or publishing your work at conferences, events, etc.
Referral Bonus	Generous Bonus to refer a friend who gets hired and stays for 6 months
<u>HEALTH PLANS</u>	
Health Insurance	We pay 100% of employee, spouse and dependent coverage for employees enrolled into our Health Insurance Plans through Aetna. Telehealth, mental health, and Women's prenatal and postnatal care are included benefits.
HRA	Health Reimbursement Arrangement (HRA) payment card will be given to all employees who choose to enroll in the Aetna plans. This is a Raft provided payment card to help employees pay medical deductible expenses



Dental Insurance	We pay 100% of employee, spouse and dependent coverage for employees enrolled into any of our Health Insurance Plans.
Vision Insurance	We pay 100% of employee, spouse and dependent coverage for employees enrolled into any of our Health Insurance Plans.
Parental Leave	We provide our parents 8 weeks of covered leave for the birth, adoption or fostering of a child.
Life Insurance	We pay 100% of employee coverage for employees enrolled into Group Term Life Insurance Plan through Metlife.
Short-Term Disability	We pay 100% of employee coverage for employees enrolled into Short-Term Disability through Metlife.
Long-Term Disability	We pay 100% of employee coverage for employees enrolled into Long-Term Disability through Metlife.

SAVINGS PLANS

401(k) Plan	We match 3% of your salary without any vesting period.
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LEAVE PLANS

Comprehensive Leave	We provide unlimited comprehensive leave – sick, vacation, and anything in between.
Federal Holidays	All 11 federal holidays are paid.
Bereavement Leave	Employees are eligible for paid leave due to the death of a family member as defined in the Bereavement Policy.
Jury Duty	Employees are eligible for paid leave for Jury Duty.