

Updated June 2022

Your Raft Benefits at a Glance • 2022

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.

Wellness Perks

Description of Coverage

Tech

Yearly budget of \$850 for any tech/gadgets (noise cancelling head phones, drones, etc.,) for business or pleasure

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

Health

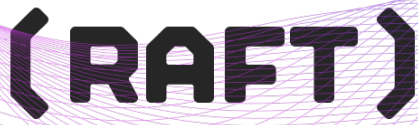
Description of Coverage

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

Description of Coverage

401(k) Plan

We match 3% of your salary without any vesting period

Leave + Holidays

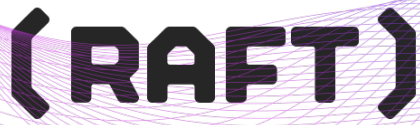
Description of Coverage

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