

# Employee Benefits Guide

## Health Insurance

We provide comprehensive health insurance covering medical, dental, and vision care. Coverage begins on your first day of employment.

The company covers 80% of premiums for employees and 60% for dependents. You can add spouse and children to your plan during enrollment or within 30 days of a qualifying life event.

## Retirement Plan

We offer a 401(k) retirement plan with company matching up to 5% of your salary. You're eligible to enroll after 3 months of employment.

Company contributions vest over 4 years at 25% per year. You can adjust your contribution percentage anytime through the benefits portal.

## Wellness Programs

Access to mental health support through our Employee Assistance Program (EAP) including 6 free counseling sessions per year.

Gym membership reimbursement up to \$50/month. Annual health screenings and flu shots provided on-site or reimbursed.

## Stock Options

Eligible employees receive stock options as part of compensation packages. Options vest over 4 years with a 1-year cliff.

You'll receive detailed grant information including strike price, vesting schedule, and exercise windows in your offer letter.

## **Additional Perks**

Home office stipend of \$500 for remote employees. Monthly internet reimbursement of \$75. Company laptop and necessary equipment provided.

Free snacks and beverages in office locations. Team building events and social activities throughout the year.