

## Flexible paid time off

We all need time away from work to recharge. Full-time team members are eligible for flexible time off. Just be sure to communicate this with your lead and team.

## Team member stock ownership

We're committed to sharing HireVue's success. Stock Options are available for qualifying positions.

## 401(k)

We offer a 401k plan. Your contributions immediately vest with a match up to 4%.

## Medical

We offer two medical insurance plans for full-time team members to choose from

### High Deductible - HSA Plan

We Contribute to your HSA

\*\$1,000/ \$1,750/ \$2,500

Deductibles:

\$1,500/Individual

\$3,000/Family

### Buy-Up PPO Plan

Copay's

Deductibles:

\$500 Individual

\$1,500 Family

\*Employer contributions determined by plan level.

## Maternity & Fertility

Team members and their partners are offered a free subscription for Maternity & Fertility resources. Video chat or private message with OB-GYNs, lactation & infant sleep coaches.

## Vision

We offer group vision insurance to full-time team members. Provider: VSP & EyeMed

## Dental

We offer dental insurance to full-time team members

### High Plan

Annual maximum

\$2,000 per person

\*Orthodontia Coverage for

Adults and Children with a

\$3,000 lifetime maximum!

### Low Plan

Annual maximum

\$1,000 per person

## Holidays

We observe 10 paid holidays each year

- New Year's Day
- MLK Day
- Memorial Day
- Thanksgiving Day
- Day After Thanksgiving
- Independence Day
- President's Day
- Labor Day
- Christmas Eve
- Christmas Day

## Half-Day Fridays!

Enjoy a Half-day Friday scheduled every other Friday in the calendar year!

## On-Demand Primary Care

We provide a **FREE** subscription for full-time team members who enroll in a HireVue medical plan, and access to world-class physicians with the power of (AI). That means you can access care where and when you need it most. It's simple and private access to board-certified care.

## Employee Assistance Program

Enhanced EAP available to all team members!

## Paid Parental Leave

We support our team members and their families with Paid Parental Leave:

- 12 weeks paid Maternity & Adoption Leave
- 3 weeks paid Parental Bonding Leave
- 1 week Granternity Leave

## Life insurance policy

We provide a term life insurance policy to full-time team members at 3x your annual earnings

## Short & Long Term Disability

We offer short term and long-term disability insurance fully paid for by the company. We pay 100% of the premiums for both Short and Long Term Disability