

## Benefits

We want you to bring your best self to work everyday, which means taking care of yourself first. We partner with Trinet, a health care aggregator, to offer you the best plans nationwide.

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### MEDICAL

- PPOs, HDHPs, HMOs through a variety of carriers primarily Blue Shield of CA, Kaiser and Aetna
- 14+ medical plans in most cases (zip code dependent)
- PPO deductible start at \$250-\$2600
- HSA account option for HDHP participants
- Parental Leave: BetterUp offers new parents 8 weeks of paid leave to give birth and/or bond with your new child(ren). Mothers who give birth also receive an additional 8 weeks of disability paid leave

### DENTAL

- 8+ Dental plans
- PPO plans and one EPP
- PPO deductibles start at \$50-\$100, carriers are Aetna, Delta Dental, Guardian and Metlife

### VISION

- PPO plans through Aetna and VSP
- 4 vision plans

### SHORT-TERM DISABILITY

- Option to elect STD coverage in the amount of 50%, 60%, or 66 2/3% through Aetna

### LONG-TERM DISABILITY

- Option to elect LTD coverage in the amount of 50%, 60%, or 66 2/3% through Aetna (election should match STD election if doing both)

### LIFE & AD & A

- Basic life and AD&D in the amount of \$20K with the option to elect supplement life insurance if desired

### FSA

- Option to elect to participate in the Health care or dependent care accounts
- \$2,650 Health max and \$5,000 Dependent Care max

### HSA

- Only for the HDHP enrollees
- Can elect to contribute up to \$3,450 Individual and \$6,900 Family +\$1,000 for age 55+ (2018 IRS max)

### 401k

- Employee contributions can be made to a traditional tax deferred or Roth account
- 29 Vanguard mutual funds to choose from

### DAYS OFF

- Flexible take what you need vacation plan
- Government Holidays + day after Thanksgiving, and 12/25 - 1/1 totaling 20 holidays off per year

### COMMUTER BENEFITS THROUGH WAGE WORKS

- Set aside pre-tax dollars to purchase muni/clipper cards, or other forms of transit to/from work
- \$260 max per month

## Perks

We have crafted a series of employee programs to facilitate a culture and work environment that supports a zesty Whole Person. Check out our employee programs below!

### REMOTE FRIENDLY

We consider this one of the ultimate perks - 50% of our employees are full time remote already. Work from the comfort of your home, hang out with your dog, go for a midday run when you need to.

*All BetterUp Employees*

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### BIANNUAL COMPANY-WIDE RETREATS

It is crucial for us all to get together and create a special space to geek out over our collective Mission. We have 2 retreats per year.

### LEARNING AND DEVELOPMENT

Your brain is important to us! We offer a learning and development stipend of \$1,000 to further your education and development.

### BETTERUP ADVENTURES (2018)

Looking for ways to grow together, we've launched three trips this year:

1. Hiking the Inca Trail with Eddie (COO)
2. El Camino de Santiago with Alexi (CEO)
3. Kayaking MN Boundary Waters with Ryan (CTO)

You earn your spot on one of these trips after one full year at BetterUp and by collecting BetterUp Coins, our very own currency, earned by activities like completing readings and demonstrating our values.

### DAYS OFF

- 5 #innerwork days per year - to improve the quality of your creative outputs
- 5 Volunteer Days - we encourage you to be active members of our community and give back to organizations you are passionate about!

### COACHING

First things first, BetterUp is about reaching your potential. We provide a coach for you and an additional coach credit for a loved one to support personal and professional growth.

*SF BetterUp Employees*

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### WORKOUTS

Getting your mind right is often a function of your body. Join us for in-office workouts 3 days a week, including yoga and boxing!

### FOOD

How easily the power of positivity is squandered by hunger! We bring in lunch two days a week. The rest of the time, we keep our pantry full of healthy snacks, beverages, beer and wine.

### MONTHLY HAPPY HOURS

We love game night! Come hang out and relax after work and have drinks with your colleagues. We believe in creating space for everyone to get to know each other, and we optimize for remote visitors.

### DOG FRIENDLY OFFICE

We love pets! Don't worry about doggie day care, bring that pup in and (s)he'll be an instant office favorite.