

Understood Benefit & Wellness Offerings



Health Benefits

- **Health Insurance**
 - Employer-subsidized medical, dental, and vision insurance
- **Rightway**
 - Insurance concierge
- **Family Planning**
 - IVF and fertility preservation
 - Adoption and surrogacy support
- **Gender Affirming Care**
- **Travel for Care Benefit**
 - Travel expenses for any medical procedure needed out-of-state
- **Paid Parental, Family, and Medical Leaves**

Financial Benefits

- **Flexible Spending Accounts**
 - Healthcare, Dependent Care, Commuter
- **Health Savings Account**
- **Retirement Plan**
 - 3% Employer Contribution
 - 3% Employer Match
 - Immediately vested
- **Voluntary Ancillary Insurance**
 - Accident, Critical Illness, Life (Employee, Spouse, Child), Short-Term Disability, and Long-Term Disability
- **Legal and ID Theft Protection**

Mental Health & Wellness

- **Headspace Care**
 - On-demand mental health care and referrals
- **Calm Premium**
 - Meditation, sleep, and mindfulness support
- **Wellthy**
 - Complex care coordination
- **Quarterly Wellness Reimbursement**
- **Flexible Paid Time Off**
- **Winter and Summer Breaks**
- **Summer Fridays**
- **Sabbatical Leave**
- **Dog-friendly office!**