### 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!**