

CLOUDFIT SOFTWARE

BENEFITS SUMMARY

At CloudFit, wellness isn't one-dimensional – we strive to support your physical, mental, financial, social, and professional wellbeing. Our benefits and wellness program is designed to equip you (and your family) with coverage, tools, and resources you need to thrive in every area.

CloudFit Benefits are effective on your date of hire

Our team is happy to answer any benefits questions you may have!

PeopleOps@cloudfitsoftware.com

PHYSICAL HEALTH BENEFITS

MEDICAL	**HDHP**	• Annual Deductible: $3.4k Individual / $6.8k Family • Coinsurance: 100% Covered • Premiums: $41.54 Employee Only — $181.66 Family	United Healthcare
	SUREST	• Annual Deductible: $0 (copays only) • Premiums: $83.08 Employee Only —$238.70 Family	Surest
MEDICAL WAIVER CREDIT		• $575 monthly credit (for eligible employees who waive CloudFit medical coverage)	
DENTAL	**LOW**	• Annual Allowance: $1.5k • Premiums: $2.50 Employee Only— $10 Family	United Healthcare
	HIGH	• Annual Allowance: Unlimited • Premiums: $6.50 Employee Only — $46 Family	United Healthcare
VISION	**SPECTERA**	• Annual Eye Exam :$10 • Bi-Annual Frames & Annual Lenses: $130 allowance • Premiums: $1 Employee Only— $2.50 Family	United Healthcare
WELLNESS		• $400 Annual Reimbursement, $300 Reward Program, Health Fairs, Challenges & More!	

FINANCIAL WELLNESS BENEFITS

401(k)	• Invest Pre-Tax or Roth, with a company match up to 2.5%	Fidelity
SPENDING & SAVINGS ACCOUNTS	• Flexible Spending Account (FSA) • Dependent Care FSA • Health Savings Account (HSA)	Wex
LIFE INSURANCE	• Basic Life and AD&D: 1x your annual salary, up to $200k—100% Paid by CloudFit • Voluntary Life and AD&D: You may elect employee (up to $500k), spouse (up to $250k) or child life (up to $10k)	Guardian
DISABILITY	• Short Term Disability: 60% your weekly salary (up to $2.5k), for 12 weeks—100% Paid by CloudFit • Long Term Disability: 60% your monthly salary (up to $6k) - 100% Paid by CloudFit	Guardian
VOLUNTARY HEALTH	• Group Accident, Hospital and Critical Illness	Guardian
DISCOUNTS	• Perks at Work & Microsoft Home Use Program	

SOCIAL & PROFESSIONAL BENEFITS

LEAVE & TIME OFF	• 120 PTO Hours (+8 Hours with Each Year of Service) • 15 Company Paid Holidays • 1 Day of Giving Back Time Off	• 3 Days of Bereavement • 4 Hours of Voting Leave • 12 Weeks of Parental Leave
LEGAL INSURANCE	• Telephone & office advice for unlimited legal matters	Met Life
CERTIFICATION REIMBURSMENT	• 100% reimbursement for fees, materials & costs associated with technical certifications	
CYBERSECURITY & ID PROTECTION	• Identity Theft Protection, Online Privacy, Device Security, Parental Controls & more!	Norton Life Lock
SWAG ALLOWANCE	• $110 annual allowance to buy CloudFit swag	
EAP	• Unlimited access to support & helpful resources	

CLOUDFIT SOFTWARE