

2023

# BENEFITS OVERVIEW



Our top priority is the health and well-being of you and your family, as we want you to soar in all aspects of your life.



## HEALTH BENEFITS

(100% Employer Paid for Employees; 95% for Dependents (Medical, Dental & Vision))

**MEDICAL** | We're proud to offer employees 2 medical plans that provide coverage for illness/injury and enables you and your family to focus on staying well.

**DENTAL** | We offer a dental plan that helps you maintain your oral health by providing coverage for preventive, basic and major services, along with orthodontia (up to \$1500 Lifetime Max)

**VISION** | We offer a vision plan powered by EyeMed for eye exams, lenses, frames and contact lenses - includes online purchases at Glasses.com and ContactsDirect.com

**WELLNESS** | We strive for a culture that supports a healthy, active lifestyle. Our programs offer employees the tools and encouragement they need to reach health & wellness goals.

**COUNSELING SERVICES** | This complimentary service provides access to Master's degree clinicians 24/7 if you're enrolled in coverage. Includes 3 face-to-face visits, unlimited phone consults.

**DOMESTIC PARTNER COVERAGE** | Your family's health and well-being are important to Elevar Therapeutics; our plans also include coverage for your qualified domestic partner.

**BENEFICIARY COUNSELING SERVICES** | Offers compassionate expertise to help you, your beneficiaries and immediate family members cope with emotional, financial and legal issues that arise after loss.



## FINANCIAL BENEFITS

**HEALTH SAVINGS ACCOUNT (HSA)** | Receive generous employer funding and set aside your own tax-free\* funds to help you pay for qualified health care expenses.

**FLEXIBLE SPENDING ACCOUNT (FSA)** | Save and pay for eligible health and/or dependent care expenses with pre-tax\* funds.

**LIFE | AD&D | STD & LTD | LEGAL | ID THEFT** | We help our employees maintain financial security by providing life and accidental death and dismemberment coverage as well as short and long term disability coverage. Voluntary Legal & ID Theft options.

**401(K)** | To help you save for retirement, we offer a 401(k) savings plan. You may contribute to your account pre-tax or post-tax up to the IRS maximum. We also match your contributions at 6%.

**PAID BONDING LEAVE** | All regular employees are eligible when becoming a parent thru birth, adoption or foster placement (NO waiting period). Available up to 12 weeks in the 12 month period following event. Elevar supplements benefits/payments received from STD/state programs.

**ESTATE & WILL SERVICES** | Helps you protect your family's future by creating a customized and legally binding online will. Online support is also available from licensed attorneys.



## EXTRA BENEFITS

**PAID TIME OFF (PTO)** | We work hard but also believe that taking time off from work is essential, both personally and professionally. We do not limit the number of paid time off days (this includes vacation, personal days, sick days) our exempt employees can take during the year.

**COMPANY HOLIDAYS** | Elevar provides 11 company paid holidays per calendar year, including additional winter break

### OTHER EXTRAS |

- Remote working
- Virtual Interest Groups
- Annual Company Offsite

**PAY PERIODS** | Elevar Therapeutics utilizes bi-weekly pay periods. Our pay dates are every other Friday.

**PHONE & INTERNET STIPENDS** | Full time employees will receive \$100/month for their phone and \$50/month to assist with the cost of their internet expenses.

**REFERRAL BONUS** | Know someone who would make a great addition to our team? We offer a generous \$3,000 referral bonus.

### KUDOS RECOGNITION PROGRAM

We recognize employees who exemplify our core values and accomplish impressive work with shoutouts and monetary rewards

\*Refers to federal taxes. State taxation rules vary.