



BENEFITS SUMMARY

CloudFit embraces a holistic view of wellness, focusing on five key elements: physical, mental, financial, social & professional. Supporting each of these elements for you & your family, is the goal of our Wellness Program & Benefits Package.

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 & Mental Health Benefits

MEDICAL (CIGNA)

- HDHP {
- Annual Deductible: \$3.5k Individual / \$7k Family
 - Coinsurance: 100% Covered
 - Premiums: \$20 Employee Only – \$87.50 Family

- OAP {
- Annual Deductible: \$750 Individual / \$1.5k Family
 - Coinsurance: 80% Covered
 - Premiums: \$40 Employee Only – \$135 Family

MENTAL HEALTH

- Both medical plans cover mental health services such as Ginger, Talkspace, Sondermind, Brightside & more!

VOLUNTARY HEALTH COVERAGE

- Accident, Hospital & Critical Illness Insurance

WELLNESS: \$100 Quarterly Wellness Reimbursement, Premium Discounts, Health Fairs, Fitness Challenges, More!

DENTAL (CIGNA)

- BASE {
- Annual Allowance \$1.5k
 - Premiums: 100% Paid by CloudFit

- BUY UP {
- Annual Allowance \$6k
 - Premiums: \$5.50 Employee – \$40 Family

VISION (GUARDIAN)

- Annual Eye Exam \$10
- Bi-Annual Frames Annual Contacts: \$130 allowance

PET INSURANCE (NATIONWIDE)

- Choose between two reimbursement options
- & the addition of a wellness plan

Financial Wellness Benefits

401(k) (FIDELITY)

- Invest Pre-Tax or Roth, with a company match up to 1.5%

SPENDING & SAVINGS ACCOUNTS (WEX)

- Flexible Spending Account
- Dependent Care FSA
- Health Savings Account

DISCOUNT PROGRAMS

- Perks at Work

LIFE & DISABILITY (GUARDIAN)

Basic Life and AD&D

- 1x your annual salary, up to \$200k
- Premiums: 100% Paid by CloudFit

Short Term Disability

- 60% your weekly salary, up to \$2.5k, for 12 weeks
- Premiums: 100% Paid by CloudFit

Long Term Disability

- 60% your monthly salary, up to \$6k
- Premiums: 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)

Social & Professional Wellness Benefits

EMPLOYEE ASSISTANCE PROGRAM (EAP)

SWAG ALLOWANCE

- \$110 annual allowance to buy CloudFit swag

LEGAL INSURANCE (MET LAW)

CERTIFICATION REIMBURSEMENT

- 100% reimbursement for fees, study materials and costs associated with technical certifications

CAREERFIT

- A personalized tool used to help you create a plan for your career development

LEAVE & TIME OFF

- 120 PTO Hours
- +8 Hours with Each Year of Service
- 13 Company Paid Holidays
- 1 Day of Giving Back Time Off
- 3 Days of Bereavement
- 4 Hours of Voting Leave
- 12 Weeks of Parental Leave