



Perks & Benefits - Non-California

HERE'S TO YOUR HEALTH

Health benefits for the employee and eligible dependents begin the first of the month following the employee's date of hire.

- Medical Insurance
 - Anthem Blue Cross PPO – Choose from two plans
- Dental Insurance | MetLife PPO Dental
- Vision Insurance | MetLife | Choose from two PPO plans

STAY FINANCIALLY FIT

The following voluntary benefits are offered and paid for by the employee. Employees are eligible the first of the month following the employee's date of hire except for the 401k.

- 401k | Eligible for 401k deductions the 1st of the month following 30 days of employment with Fidelity
- Flexible Spending Accounts | Healthcare, Limited Purpose, & Dependent Care
- Health Savings Account | Eligible for employer contributions
- Additional Life Insurance and Accidental Death & Dismemberment (AD&D) Insurance
- Short Term Disability (STD) & Long Term Disability (LTD)
- Critical Illness and Accident Insurance
- Legal Shield Legal Plan and Identify Theft Services
- United Pet Care Pet Insurance

The following voluntary benefits are 100% paid for by Kareo. Employees are eligible the first of the month following the employee's date of hire.

- Life Insurance | \$50,000
- Accidental Death & Dismemberment (AD&D) | \$50,000
- Employee Assistance Program (EAP) | MHN a Health Net Company

WHEN IN DOUBT, TAKE TIME OFF

Eligibility begins on your first day of employment.

- Exempt: Open Paid Time Off (PTO) | It's okay! Take time when you need time
- Non-Exempt: 120 hours of Paid Time Off (PTO) - accrued annually
- Ten Paid Holidays

NOW FOR THE PERKS

Eligibility begins on your first day of employment.

- In and around the office...
 - Free soda, coffee (the good stuff) and water (sparkling and non) keeping you hydrated and caffeinated
- How we socialize...
 - Quarterly All Hands meetings with lots of information and updates
 - A fair share of parties and contests - We like to have fun around here! Who's up for Jenga, Ugly Sweater Contest, best side dish, chili cook-off or Halloween costume?
 - Kareo Culture Council – great way to get involved!
- How we stay healthy...
 - Workout Wednesday – wear your workout outfit to work and head straight to the gym
 - Quarterly fitness weeks with competitions, wall sits, health evaluations and much much more
- Other hook-ups...
 - Dell Discounts
 - Wild at Work - offers discounts to hundreds of attractions and businesses as well as travel deals
 - Lynda.com | New skills, improved skills now! Over 3,565 video course available (at no cost to the employee!)

Summary Plan Descriptions and plan details are available upon request and subject to change at the discretion of Kareo.