

We want everyone who works at Rubrik to be invested in our success, so we offer competitive salaries and meaningful benefits to inspire you to have fun and live well. This flyer gives you a high level view of some of the many programs offered. It's just our way of saying thank you!

## Medical

Provider: United Healthcare | Kaiser

- UHC: 3 plans with a range of deductibles and copays to provide an option that is right for you. A PPO and HDHP + HSA plan including Non-Network coverage and one EPO plan with Network coverage only.
- Kaiser HMO (CA Only): offers a comprehensive, convenient approach, no deductible, \$20 Office and \$40 Specialist Co-pays. Network coverage only.

## Dental

Provider: MetLife

- Two plans covering preventive care at 100%
- In Network basic services covered at 90% and major services at 60% after \$50 deductible
- Annual Maximums: \$1,750 for the Base plan and \$3,250 (Network) / \$2,250 (Non-Network) for the buy up plan
- Adult and Child Orthodontia: Covered on the buy up plan at 50% to \$2,000 Lifetime Maximum

## Vision

Provider: MetLife (VSP Network)

- Coverage: Exam / Lenses / Frames every 12 months
- \$10 Exam copay, \$25 materials copay
- Lenses covered in full after copay in-network
- Frames or Contacts: \$130 allowance

## Flexible Spending

Provider: Navia Benefits

- Plan ahead and save money with an FSA!
- Healthcare Maximum: \$2,650 (likely \$2,700 for 2019)
  - Dependent Care Maximum: \$5,000 / Year
  - Transit / Parking Maximum: \$260 / Month

## Life and AD&D Insurance

Provider: Lincoln

### Basic life and AD&D

Life AD&D: 1x Annual Salary + \$25k up to \$275,000

### Voluntary Life

Employee	Up to \$500,000	*GI of \$200,000
Spouse	Up to \$250,000	*GI of \$25,000
Children	Up to \$10,000	

\* Guaranteed Issue Amount for New Hires

## Disability

Provider: Lincoln

### Short Term Disability

- 7 day elimination period
- Pays 60% of salary for a maximum of \$2,500/week and 12 weeks

### Long Term Disability

- 90 day elimination period
- Pays 60% of salary for a maximum of \$12,000/month up to age 65 for or standard ADEA

**Employee Assistance Program**



**Generous Leave Policies**



**Gym Reimbursement**



**PTO**



**One Medical Concierge Primary Care**



Just some of the many perks...

**Retirement Plan 401(k)**



**Catered Food & Endless Snacks**



**Flexible Spending Accounts (FSA)**

