

Benefit Offerings Overview:

Health and Welfare Plans (Cigna):

- **Medical:** 2 Plan Offerings
 - *HSA compatible HDHP option*
- **Dental:** 2 Plan Offerings
- **Vision:** 1 Plan Offering

Pre-Tax Benefits (WEX):

- **Flexible Spending Accounts** for healthcare and dependent care
- **Health Savings Account** with Salesloft contribution of \$1,200 individual/\$2,400 family coverage

Company Provided Income Protection Plans (New York Life):

- Short-Term Disability
- Long-Term Disability
- Basic Life and AD&D Insurance

Additional Supplemental Coverages:

- Supplemental Life
- Critical Illness
- Accident Insurance

Programs and Perks:

- **Carrot** - Fertility and Family Planning Aid
- Charity Contribution Matching
- **Medito** - Meditation and Mindfulness
- **Rocket Lawyer** - Online Legal Advice
- Tuition Reimbursement

Retirement (Fidelity):

- **401(k) & Company Match** - 100% match for the first 2% an employee contributes and 50% match for the next 4%. A total of up to 4% company match when an employee contributes 6%.

Time Off:

- Flexible PTO
- Holiday Calendar

Parental Leave:

- After One Year of Employment:
 - *16 weeks fully paid maternity leave*
 - *6 weeks fully paid paternity leave*
 - *Diaper subscription for 12 months, UberEats e-gift card, plus a transition period to ease back into the office*

Cigna Overview and Resources:

Medical Plan Design Overview:

| | PPO 2000 | HDHP |
|--|---------------------------------------|---|
| Preventative Care | Covered at no cost to you | |
| Salesloft Annual HSA Contribution | N/A | Employee Only: \$1,200 All Other Coverage Tiers: \$2,400 |
| Deductible | \$2,000 Individual \$4,000 Family | \$3,300 Individual \$6,600 Family |
| Coinsurance | 20% | 10% |
| Out-of-Pocket Maximum | \$6,000 Individual \$12,000 Family | \$6,000 Individual \$12,000 Family |
| Premium Amount | Lower | Lowest |

One Guide - Access to Cigna support that provides health related recommendations, personal support, and tools and reminders to help you stay healthy and save money. You can chat with a specialist via the MyCigna website or mobile app, or by calling [800-244-6224](tel:800-244-6224).

MyCigna.com - Access your account information through the web or mobile app. Features include plan information, recent claim info, provider search, and digital ID cards.

Healthy Pregnancy Healthy Babies - Access to preconception planning, tools and resources, as well as live 24/7 support throughout your pregnancy. If you complete a postpartum assessment, you will receive a \$75 incentive if you enroll by the end of your second trimester, or a \$150 incentive if you enroll by the end of your first trimester.

Lifestyle Management Programs - Programs to assist with losing weight, quitting smoking, or lowering stress levels with one-on-one coaching and resources. To enroll in the program, call [866-417-7848](tel:866-417-7848).

iPrevail - On demand coaching and personalized learning to boost your mood and improve mental health. Take an assessment, start your program, and earn rewards as you go.

Talkspace - A digital space for private and convenient mental health support through texting on your mobile phone. Learn more at talkspace.com/cigna.

Headspace Care - Mental health care with access to behavioral health coaching via text, video therapy sessions, and self-guided content. Visit organizations.headspace.com/connect to learn more.

Omada - Digital lifestyle change program designed to help you lose weight, gain energy, and reduce the risk of type 2 diabetes and heart disease.

Virtual Behavioral Care - Access to speak with a licensed psychiatrist or counselor by phone or video with MDLIVE.

Cigna Open Enrollment Hotline - Cigna specialists to help you understand your benefits can be reached at [888-806-5042](tel:888-806-5042).

* Access to all resources also available via MyCigna.com website.

Important medical plan details

PROVIDER NETWORK


Open Access Plus

FORMULARY

Standard PDL

Benefit Offering Details:

Health & Welfare Plans (Cigna)

| BENEFIT | BENEFIT HIGHLIGHT | SEMI-MONTHLY RATES | CONTACT INFO |
|-------------------------|--|--|--|
| Medical PPO 2000 | This is a plan where you primarily pay copay's, or set dollar amounts, for majority of services. | Employee Only - \$54.28 Employee + Spouse - \$238.10 Employee + Child(ren) - \$215.42 Family - \$340.14 |  <p>MyCigna.com</p> <p>MyCigna App Google Play Store Apple App Store</p> <p>Click here to find a provider</p> |
| Medical HDHP | A qualified High Deductible Health Plan with a Health Savings Account Feature. This plan requires you to meet a deductible prior to insurance splitting the cost with you. | Employee Only - \$36.97 Employee + Spouse - \$219.54 Employee + Child(ren) - \$201.62 Family - \$300.21 | |
| Dental High Plan | Deductible of \$50 per individual and \$150 per family. The calendar year maximum (the most the plan will pay) is \$3,000. Adult and child orthodontia offered. | Employee Only - \$36.97 Employee + Spouse - \$219.54 Employee + Child(ren) - \$35.46 Family - \$55.20 | |
| Dental Low Plan | Deductible of \$50 per individual and \$150 per family. The calendar year maximum (the most the plan will pay) is \$1,500. | Employee Only - \$0.90 Employee + Spouse - \$8.98 Employee + Child(ren) - \$10.77 Family - \$17.06 | |
| Vision | Annual coverage for vision exams and contact lenses as well as the option to purchase new frames with an allowance every 2 years. | Employee Only - \$0.25 Employee + Spouse - \$3.00 Employee + Child(ren) - \$3.25 Family - \$5.00 | |
| Accident | A lump sum benefit in the event of an accidental injury. | Employee Only - \$2.85 Employee + Spouse - \$4.95 Employee + Child(ren) - \$6.53 Family - \$8.64 | |
| Critical Illness | Coverage offered to provide financial assistance if you or a family member is diagnosed with a serious illness. | See Workday for rates | |

Retirement/Income Protection Plans:

| BENEFIT | BENEFIT HIGHLIGHT | CONTACT INFO |
|------------------------------|--|---|
| 401k | 100% Salesloft match on the first 2% an employee contributes, 50% Salesloft match for each 1% the employee contributes for the next 4%. In total, when an employee contributes 6% of their eligible earnings, Salesloft will provide a 4% match. | fidelity.com |
| Short-Term Disability | 60% of earnings up to \$1,500 weekly for a duration of 13 weeks. | Newyorklife.com 800-225-5695 |
| Long-Term Disability | 60% of earnings up to \$7,500 monthly. | |
| Basic Life AD&D | 1x annual compensation to a maximum of \$250,000. | |
| Voluntary Life Plans | Supplemental life offers the option to add additional coverage amounts to a maximum of \$500,000 (additional rate applies). | |

Company Provided Programs & Perks:

| BENEFIT | BENEFIT HIGHLIGHT | CONTACT INFO |
|--------------------------------------|---|---|
| Carrot | Use Carrot to stay in control of your fertility health. Carrot can assist you no matter where you are in the family-planning process. | get-carrot.com |
| Medito | Medito is an app that uses meditation, mindfulness, and breathing exercises to improve mental well-being for its users. The app includes hundreds of sessions to help you develop your meditation practice. Examples are a sleep section with sounds, stories & meditations to help drift off to a peaceful sleep, stress, anxiety, low mood meditations, and meditative music. | Medito App Google Play Store Apple App Store |
| Charity Contribution Matching | Salesloft will match up to \$200 of your charitable contributions. | See Salesloft intranet for more details on Charity of Choice |
| Rocket Lawyer | A web based legal solution lets you create custom documents and receive legal advice online including, estate planning, family contracts, and real estate. | rocketlawyer.com |
| Tuition Reimbursement | Receive up to \$5,250 a year for accredited Universities. | See Salesloft intranet for more details on Tuition Reimbursement |

If You Have Questions

CIGNA OPEN ENROLLMENT HOTLINE

888-806-5042

NFP BENEFIT CONCIERGE

877-835-1361 | DBbenadmin@nfp.com

SALESLOFT PEOPLE TEAM

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