



Benefits

We want you to bring your best self to work everyday, which means taking care of yourself first. To help you protect yourself and your family physically and financially, we are pleased to offer the BetterUp 2020 Benefits Program.

MEDICAL

- PPOs, HDHPs, HMOs through Cigna or Kaiser (CA Only)
- 5 medical plans to choose from
- PPO deductible start at \$500-\$1500
- HSA account option for HDHP participants
- Paid Parental Leave: BetterUp offers new parents 8 weeks in addition to paid disability leave

DENTAL

- The Standard Dental
- 2 PPO plans, Base & Buy-Up
- Deductibles start at \$50-\$100

VISION

- The Standard (VSP) Vision
- 2 PPO plans, Base & Buy-Up

EMPLOYER PAID DISABILITY INSURANCE

- Short-term disability & Long-term disability coverage up to 60% through Lincoln Financial Group

EMPLOYER PAID BASIC LIFE & AD&D

- Basic life and AD&D in the amount of \$50K with the option to elect supplemental life insurance if desired

401k

- Employee contributions can be made to a traditional tax deferred or Roth account
- 29 Vanguard mutual funds to choose from

FSA

- Option to elect to participate in the Health care or dependent care accounts
- \$2,750 Health max and \$5,000 Dependent Care max

HSA

- Only for the HDHP enrollees
- Can elect to contribute up to \$2,950 Individual and \$5,900 Family +\$1,000 for age 55+ (2018 IRS max)
- BetterUp contributes up to \$600 Individual and \$1,200 Family

DAYS OFF

- Flexible take what you need vacation plan (we suggest 3 weeks per year)
- 13 U.S. Holidays + 4 Inner Work Days

COMMUTER BENEFITS THROUGH NAVIA

- Set aside pre-tax dollars to purchase muni/clipper cards, or other forms of transit to/from work (covers some parking costs & ride shares!)
- \$270 max per month

ADDITIONAL BENEFITS

- Heal On-Demand Doctor
- LegalShield Legal & ID Shield
- ClassPass
- Perkspot
- Tickets-At-Work
- Nationwide Pet Insurance
- SoFi Student Loan Refinancing

Perks

We have crafted a series of employee programs to facilitate a culture and work environment that supports a zesty Whole Person. Check out our employee programs below!



REMOTE FRIENDLY

We consider this one of the ultimate perks - 50% of our employees are full time remote already. Work from the comfort of your home, hang out with your dog, go for a midday run when you need to.

COACHING

First things first, BetterUp is about reaching your potential. We provide a coach for you and an additional coach credit for a loved one to support personal and professional growth.

BIANNUAL COMPANY-WIDE RETREATS

It is crucial for us all to get together and create a special space to geek out over our collective Mission. We have 2 retreats per year.

LEARNING AND DEVELOPMENT

Your brain is important to us! We offer a learning and development stipend of \$1,000 to further your education and development.

BETTERUP ADVENTURES

1. Hiking the Inca Trail with Eddie (COO)
2. El Camino de Santiago with Alexi (CEO)
3. Kayaking MN Boundary Waters with Ryan (CTO)

You earn your spot on one of these trips after one full year at BetterUp and by collecting BetterUp Coins (BUCs), our very own currency, earned by activities like completing readings and demonstrating our values.

DAYS OFF

- 4 #innerwork days per year - to improve the quality of your creative outputs
- 5 Volunteer Days - we encourage you to be active members of our community and give back to organizations you are passionate about!

WORKOUTS

Getting your mind right is often a function of your body. Each office has an on-site gym. If you're working in SF, join us for in-office workouts 4 days a week, including yoga and boxing!

FOOD

How easily the power of positivity is squandered by hunger! We provide lunch two days a week for office-based employees. The rest of the time, we keep our pantry full of healthy snacks, beverages, beer and wine.

HAPPY HOURS

We love game night! Come hang out and relax after work and have drinks with your colleagues. We believe in creating space for everyone to get to know each other, and we optimize for remote visitors.

DOG FRIENDLY OFFICE

We love pets! Don't worry about doggie day care, bring that pup in and they'll be an instant office favorite.