



Updated January 2024

Your Raft Benefits at a Glance · 2024

Raft offers you a comprehensive benefits package to help you manage your and your family's health and well-being for today and into the future. Our suite of competitive benefits are designed to help you achieve a productive balance between work and life outside of Raft. Our program provides you with flexibility and options to create a customizable package that fits your specific needs and goals.

Wellness Perks

Description of Coverage

Tech

Yearly budget of \$850 for any tech/gadgets (noise cancelling headphones, drones, etc.) for business or pleasure.

Education/Training

Up to \$5,000 a year for any conference, classes, training or event that relates to the Rafter's current or future position.

Publishing/ Presenting Bonus

Yearly bonus for presenting or publishing your work at conferences, events, etc.

Referral Bonus

Generous Bonus to refer a friend who gets hired and stays for 6 months.

Health

Description of Coverage

Health Insurance

We pay 100% of employee, spouse, and dependent coverage for employees enrolled into our health Insurance Plans through Cigna (managed by Allied). Telehealth, mental health, and Women's prenatal and postnatal care are included benefits. We provide an optional buy-up plan for Rafter's seeking enhanced coverage, allowing them to tailor their benefits to better suit their individual needs.

HRA

Health Reimbursement Arrangement (HRA) payment card will be given to all employees who choose to enroll in the Allied plans. This is a Raft provided payment card to help employees pay medical deductible expenses.

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Vision Insurance

We pay 100% of employee, spouse, and dependent coverage for employees enrolled into any of our Health Insurance Plans. We also provide a supplementary buy-up plan for Rafterers who are interested in enhancing their coverage.

Dental Insurance

We pay 100% of employee, spouse, and dependent coverage for employees enrolled into any of our Dental Insurance Plan through Guardian. We also provide a supplementary buy-up plan for Rafterers who are interested in enhancing their coverage.

Parental Leave

We provide our parents up to 8 weeks (depending on tenure with Raft) of covered leave for the birth, adoption or fostering of a child.

Life Insurance

We pay 100% of employee coverage for employees enrolled into Group Term Life Insurance Plan through Guardian.

Short-Term Disability

We pay 100% of employee coverage for employees enrolled into Short-Term Disability through Guardian.

Long-Term Disability

We pay 100% of employee coverage for employees enrolled into Long-Term Disability through Guardian

Savings

Description of Coverage

401(k) Plan

We match 3% of your salary without any vesting period

Leave + Holidays

Description of Coverage

Comprehensive Leave

We provide take as you need leave – sick, vacation, and anything in between

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Federal Holidays

All 11 federal holidays are paid

Bereavement Leave

Employees are eligible for paid leave due to the death of a family member as defined in the Bereavement Policy

Jury Duty

Employees are eligible for paid leave for Jury Duty

