



## 2022 U.S. BENEFITS & PERKS



### Health & Medical

#### Medical Coverage: United Healthcare

Employees can choose from four medical insurance plan options: three PPO plans and one EPO plan provided through UnitedHealthcare. The **\$2,000 deductible PPO plan is 100% paid** for by GumGum for the employee and their dependents. All other plan premiums are subsidized.

#### Dental Coverage: Delta Dental

There is one PPO plan provided through Delta Dental. This plan is **100% paid** for by GumGum for the employee and their dependents!

#### Vision Coverage: Guardian Vision

There is one PPO vision plan provided through Guardian Vision (VSP Network). This plan is **100% paid** for by GumGum for the employee and their dependents!

#### Business Travel Accident Insurance

BTA is a **free program** that provides employees with supplemental benefits for covered accidents or injuries when traveling for business more than 100 miles from home. **Visit [www.thehartford.com](http://www.thehartford.com) or call (800) 523-2233.**



### Financial

#### 401(k) Retirement Plan: ADP

Employees can contribute a percentage of their base pay on a pretax and/or post-tax basis up to the annual IRS limit and GumGum will match 100% up to the first 1% and 50% for each % deferred up to 6% (a max. 3.5% match), with immediate vesting. Bonus and Commission payments are also eligible for 401(k) deductions. For more guidance on retirement and personal finances, employees can reach out to our Morgan Stanley financial advisors at **(310) 205-4731 or (310) 285-2621!**

#### Life Insurance and AD&D

Employees are provided with coverage at 1x salary up to \$100,000 at **no cost** to them. Employees also have the option to purchase supplemental insurance for themselves, their spouses and/or their children.

#### Short-Term and Long-Term Disability

GumGum provides disability benefits at no cost to employees. Employees may receive a portion of their salary while they are disabled and unable to work.

#### Flexible Spending Accounts (FSA)

Employees can set aside a portion of their paychecks, pretax, to cover eligible out-of-pocket healthcare and commuter expenses up to the annual IRS limits.

#### Student Loan Repayment Assistance

Through Goodly, employees can receive employer contributions based on tenure directly to their student loans.



### Family

#### Paid Parental Leave

GumGum will supplement the difference between the employee's base compensation and the state's disability and/or baby-bonding benefits payments through short-term disability. Birth parents can receive up to 16 - 18 weeks for birth recovery and baby bonding and non-birth parents will receive up to 10 weeks for baby bonding.

#### Transitional Return-to-Work Schedule

Employees are eligible to have a flexible schedule when returning to work after an extended parental leave for up to one month immediately following their return to work.

#### Modern Family Support: Cleo App

Cleo provides guidance, resources, and emotional support for working parents and those trying to become parents. Download the Cleo for Families app and use your GumGum email to sign up.



## Wellness

### Wellness Reimbursement

Employees are eligible to expense, via expensify.com, up to \$50 per month for gym memberships, fitness classes, personal training, counseling, massage, acupuncture, and chiropractic care.

### Employee Assistance Program (EAP)

The EAP provides three (3) free, confidential support and guidance services to employees and their dependents, including family support, legal assistance, fitness, mental health resources and work-related help. Visit [www.guidanceresources.com](http://www.guidanceresources.com) or call (800) 272-7255.

### Time-Off Policy (FTO)

Flexible paid time off. As long as the employees' managers approve and are aligned on coverage, GumGum encourages employees to take off the days needed to practice a healthy work-life balance.

### Veterinary Discounts: PetAssure

There are two pet discount programs available to employees at no extra cost. PetAssure helps employees to save on all in-house medical services at participating veterinarians and PETplus provides discounts on brand-name prescriptions and preventatives.

### Legal & Identity Theft Protection

Legal Shield offers a pre-paid legal plan that allows employees to consult an experienced lawyer and a comprehensive identity theft plan that monitors for signs of criminal activity. Visit [www.legalshield.com](http://www.legalshield.com) or call (800) 654-7757.

## GROW with GumGum

GROW with GumGum is a personal and professional development program that is all about - YOU! This program enhances employee engagement, facilitates career growth and change, provides easy tools and resources to support managers, and creates a more modern way to keep feedback and recognition at your fingertips!



## Office and Remote Environment

### Dogs of GumGum

In lieu of our dog friendly office, check out all of our cute pups on our social accounts @dogsofgumgum. Once our offices reopen, employees may bring their dogs to the office - we've got treats for your furry friends too!

### WFH Stipend

Employees are eligible to expense, via expensify.com \$50 per month to offset the costs of Internet and/or cell phone while offices are closed.

### WeWork Monthly Pass

Full-time regular employees may receive a monthly pass which allows for 10 day uses and 20 credits per month. GumGum vaccination policies and utilization are applied. Make sure to ask for more details!



## Paid Holidays

### 2022 U.S. Holiday Closings

- Monday, January 3rd - New Year's Day
- Monday, January 17th - Martin Luther King, Jr. Day
- Monday, February 21st - Presidents' Day
- Monday, May 30th - Memorial Day
- Monday, June 20th - Juneteenth (observed)
- Monday, July 4th - Independence Day
- Monday, September 5th - Labor Day
- Thursday, November 24th - Thanksgiving
- Friday, November 25th - Day after Thanksgiving
- Friday, December 23rd - Christmas Eve
- Monday, December 26th - Christmas Day
- Friday, December 30th - New Year's Eve



## GumGum Goes Virtual!!

At GumGum, our values of showing **Grit**, being **Thoughtful** and having **Agility** have shown through as we've learned to navigate our new normal!

Through Grit and Agility, we were able to successfully transition into a remote community in one day to #StayHome and save lives. Our commitment to our company culture has never been more important - from biweekly company calls with our CEO to virtual dinners, pizza and cocktail-making classes, meditation, and fitness classes, below are a few things we've pivoted to virtual setting to help our team stay connected!

### Virtual + In-Person Leadership Bites

This program brings together our current and future GumGum leaders for regular evenings of good times, great food and meaningful conversations.

### Slack Challenges

And the winner is..... We host weekly challenges from favorite books, baby pics, work-from-home stations, favorite movies, All Things Food, practicing self-care, taking a break at home, to trivia. Photo raffles mean prizes for the winners!

### Hackathon 2021 & Beyond

Hackathon, one of our favorite events of the year, encourages team-bonding, collaboration and innovation by empowering employees to form teams, brainstorm product ideas and ultimately execute on those ideas over 3 days. This event has helped drive innovation & efficiencies in our business since 2016! Check out our first virtual Hackathon [here](#).

### Spotlight Months

We're honored to spotlight important cultural and social-impact celebrations each month with the help of the **Voice Coalition**!

### Giving Back + Community Impact with Quarterly Causes

We have been proud to support various organizations such as United For America, The Ad Council, Homeboy Industries, Feeding America, and continue to support small BIPOC-owned businesses whenever possible.

