

SMARTERTRAVEL

SMARTERTRAVEL BENEFITS AT A GLANCE BENEFITS PLAN YEAR JUNE 1, 2022 – MAY 31, 2023

SmarterTravel strives to provide the best possible employee benefit program for you and for your family. Our objective is to offer an attractive, comprehensive program that includes many benefits paid 100% by SmarterTravel!

Employees working **30** hours per week or more are eligible to participate in the following benefits as of your date of hire:

- Employer-subsidized medical, dental and vision coverage, and prescription drug insurance
- 15 days of vacation, 10 sick days and 11 company holidays
- 401(k) Savings Plan with 3% company match
- Personal Protection Insurance
- \$400/month for parking or commuting

Medical, Dental and Vision Coverage

Flexible Spending Accounts

Short Term & Long-Term Disability

Life and AD&D

Life Assistance Program

401k Savings Plan

Parental Leave

Ancillary Benefits, such as:

- Employee Assistance Program (EAP) - free to all employees
- AFLAC personal accident, hospitalization, and major medical insurance
- Pet Insurance
- Calm 57% off 1 year subscription (mindfulness and meditation)
- Talk Space \$25 off your first month of Unlimited online therapy
- Splendid Spoon \$25 Off plant-based program
- Aaptiv Fitness App Save 25% on membership
- Additional entertainment discounts, shopping savings, restaurant savings, vacation savings, etc.

This brochure is intended to be a brief overview of the benefits offered by SmarterTravel via TriNet for June 1, 2022 - May 31, 2023. Any discrepancies between this brochure and the actual plan documents will be governed by the plan documents. Please consult with Human Resources staff with any questions not addressed here.