



Perks & Benefits - California

HERE'S TO YOUR HEALTH

Health benefits for the employee and eligible dependents begin the first of the month following the employee's date of hire.

- Medical Insurance
 - Anthem Blue Cross PPO – Choose from two plans
 - Anthem Blue Cross HMO
 - Kaiser HMO
- Dental Insurance | MetLife Dental HMO & PPO
- Vision Insurance | MetLife | Choose from two PPO plans

STAY FINANCIALLY FIT

The following voluntary benefits are offered and paid for by the employee. Employees are eligible the first of the month following the employee's date of hire - except for the 401k.

- 401k | Eligible for 401k deductions the 1st of the month following 30 days of employment with Fidelity
- Flexible Spending Accounts | Healthcare, Limited Purpose, & Dependent Care
- Health Savings Account | Eligible for employer contributions
- Additional Life Insurance and Accidental Death & Dismemberment (AD&D) Insurance
- Short Term Disability (STD) & Long Term Disability (LTD)
- Critical Illness and Accident Insurance
- Legal Shield Legal Plan and Identify Theft Services
- United Pet Care Pet Insurance

The following voluntary benefits are 100% paid for by Kareo. Employees are eligible the first of the month following the employee's date of hire.

- Life Insurance | \$50,000
- Accidental Death & Dismemberment (AD&D) | \$50,000
- Employee Assistance Program (EAP) | MHN a Health Net Company

WHEN IN DOUBT, TAKE TIME OFF

Eligibility begins on your first day of employment.

- Exempt: Open Paid Time Off (PTO) | It's okay! Take time when you need time
- Non-Exempt: 120 hours of Paid Time Off (PTO), accrued annually
- Ten Paid Holidays

NOW FOR THE PERKS

Eligibility begins on your first day of employment.

- In and around the office...
 - Free soda, coffee (the good stuff) and water (sparkling and non) – we are after all a tech company
 - Paid, covered parking! Your car will be much cooler at the end of the day in the summer
 - Whether you want to eat a good meal or work it off, we're walking distance to some great food joints, LA Fitness and of course a Starbucks
 - St. Joseph Walk-in Clinic conveniently located in the building
 - Cafeteria, hair salon, barber shop and café in the building
 - Bike rentals are available on campus – Go green – yes, the bikes are green
- How we socialize...
 - Ping Pong tournaments. Oh yeah, we get pretty competitive around here
 - Play ball! Yup, we've got a softball and dodge ball team
 - Weekly Town Hall Meetings with fun activities and quarterly All Hands meetings with lots of good updates and information
 - A fair share of parties and contests - We like to have fun around here! Who's up for Jenga, Ugly Sweater Contest, best side dish, chili cook-off or Halloween costume?
 - Game room with video games – and serious competition
 - Kareo Culture Council – great way to get involved!
- How we stay healthy...
 - Quarterly fitness week and competitions
 - Workout Wednesday – wear your work-out gear and head straight to the gym
 - Run Club
 - Fresh squeezed health juices 1-2 a month – drink up!
- Other hook-ups...
 - Dell Discounts
 - Fun Express (coupons local amusements parks, etc.)
 - Lynda.com | New skills, improved skills now! Over 3,565 video course available (at no cost)