



## Perks & Benefits - Costa Rica

### HERE'S TO YOUR HEALTH

---

Health benefits for the employee and eligible dependents begin after the employee's probation period is completed 3 months from their date of hire. Your insurance plan is 100% paid for by Kareo.

- Medical, Dental and Vision Insurance
  - Pan American
- Annual Preventative Medical Exams
  - Special packages at no cost to you that ensure you are covered from head to toe

### STAY FINANCIALLY FIT

---

The following financial benefits are 100% paid for by Kareo. Employees are eligible after they complete their probation period.

- Accidental Death & Dismemberment (AD&D), Long Term Disability, Terminal Illness, Funeral Costs
- Life Insurance

### WHEN IN DOUBT, TAKE TIME OFF

---

Eligibility begins on your first day of employment.

- Open Paid Time Off (PTO) | It's okay! Take time when you need time

## NOW FOR THE PERKS

---

Eligibility begins on your first day of employment.

- In and around the office...
  - Free fruit, coffee (the good stuff), tea and water – we are after all a tech company
  - Transportation subsidy - Minimize transportation costs by providing support in the form of a reimbursement of up to \$100 per month, depending on the distance between your house and your workplace
  - Free parking – use your car as little or lot as you like!
- How we socialize...
  - Quarterly All Hands meetings to get company updates
  - A fair share of celebrations, parties and contests. We like to have fun around here!
  - A video gaming/chillax area and some pretty serious competition
- How we stay healthy...
  - Health & Wellness initiatives
  - Stay Fit Subsidy – use it for any activity that keeps you moving
- Other hook-ups...
  - Childcare Subsidy: we'll help you cover those costs up to 12 years of age

---

Summary Plan Descriptions and plan details are available upon request and subject to change at the discretion of Kareo.