

## PERKS

- Health Savings Account
- Dependent Care Flexible Spending Account
- 401K Plan with 4% Entrada match
- Commuter Stipend
- Mobile Stipend
- \$500 Wellness Account
- Generous Parental Leave
- Caregiver Concierge Services
- Mental Wellness (access to care)
- Employee Assistance Program
- Pet Insurance
- Financial Coaching
- Education Reimbursement
- Free Drinks and Snacks (we love Oreos)
- Wednesday Company Lunches
- Entrada Swag & Gear
- Company Sponsored Social Events

## OUR VALUES



### HUMANITY

We genuinely care about patients and about one another



### TENACITY

We're relentless and persistent in the pursuit of developing therapies for patients



### CREATIVITY

We're creative problem solvers



### COLLABORATION

We're more than the sum of our parts



### CURIOSITY

We've got a growth mindset

## WELLTHY PARTNERSHIP



Wellthy is a full service Caregiver Concierge that helps families manage and navigate financial, medical, legal, in-home, housing, and social/emotional support in any capacity, big or small. With Wellthy, you'll receive best-in-class expertise and support, simplified communication, and everything in one place to meet your caregiver needs.



## STAY CONNECTED

Entrada is committed to making the most of our time together and apart. We match people up for coffee bi-weekly, have all hands meetings, create social opportunities and celebrate our values and mission together any chance we get.

## BENEFITS HIGHLIGHTS: BI-WEEKLY CONTRIBUTION RATES

Your Cost Per Pay Period	Employee	Employee+Spouse	Employee + Child(ren)	Employee + Spouse + Children
<b>PPO HSA</b>	\$72.64	\$145.27	\$134.38	\$207.01
<b>PPO</b>	\$97.72	\$195.44	\$180.78	\$278.50
<b>DENTAL</b>	\$5.50	\$11.00	\$8.80	\$14.30
<b>VISION</b>	\$0.66	\$1.24	\$1.31	\$1.92

## 2024 BENEFIT LIMITS

Pre-tax and tax advantaged benefits have IRS contribution limits. This year's limits are:

HEALTH SAVINGS ACCOUNT CONTRIBUTIONS	
<b>2024 Contribution Rules</b>	Maximum HSA contributions are \$4,150 if enrolled as an individual Maximum HSA contributions are \$8,300 if enrolled with a spouse and/or children
<b>Company Contribution</b>	Entrada will contribute \$2,000 if enrolled as an individual Entrada will contribute \$4,000 if enrolled with a spouse and/or children
<b>Employee Contribution</b>	You can contribute up to \$2,150 if enrolled as an individual You can contribute up to \$4,300 if enrolled with a spouse and/or children You can make changes to contributions at any time without a qualifying event
<b>Additional Contribution</b>	Those 55 years of age or higher, but not yet enrolled in Medicare, can fund an additional \$1,000/year "catch-up" contribution

## 2024 HOLIDAYS

DATE	DAY	HOLIDAY
<b>January 1</b>	Mon.	New Year's Day
<b>January 15</b>	Mon.	Martin Luther King Jr. Day
<b>February 19</b>	Mon.	Presidents' Day
<b>April 15</b>	Mon.	Patriots' Day
<b>May 27</b>	Mon.	Memorial Day
<b>June 19</b>	Wed.	Juneteenth
<b>July 4</b>	Thurs.	Independence Day
<b>September 2</b>	Mon.	Labor Day
<b>October 14</b>	Mon.	Indigenous People's Day
<b>November 28</b>	Thurs.	Thanksgiving
<b>November 29</b>	Fri.	Day after Thanksgiving
<b>Dec. 25 – Dec. 31</b>	Wed.– Tues.	Shut Down for non-critical employees

## PAID TIME-OFF

### Shutdowns:

For 2024, we will have a winter shutdown from Dec 25–31 for non-critical employees

### Vacation:

Employees enjoy discretionary time off. Take time when you need to recharge. We support a healthy work-life balance.

### Sick Time:

We support employees with a flexible sick time policy that allows them to use time as needed

### Parental Leave:

- Birthing Parent – 100% pay for 16 weeks
- Non-Birthing Parent – 100% pay for 16 weeks
- Adoption – 100% pay for 16 weeks

PLAN	ELIGIBILITY	DETAILS	COST
<b>BCBS PPO (High deductible plan with HSA)</b>	Full-time employee • Day of hire, Open Enrollment (OE), or qualifying life event	Deductible: \$2000 single/ \$4000 family • Office visit: deductible then \$0 • Specialist: deductible then \$0 • ER: deductible then \$150 copay • RX 30 day: \$10/ \$25/ \$45 • RX 90 day: \$20/ \$50/ \$135  Out of pocket maximum: \$6,450 individual/ \$12,900 Family	Contributions made by employee and company  Please see the 2024 bi-weekly contribution rates on previous page for more information
<b>BCBS PPO</b>	Full-time employee • Day of hire, Open Enrollment (OE), or qualifying life event	Deductible: \$1,000 single/ \$2,500 family • Office visit: \$15 copay • Specialist: \$15 copay • ER: deductible then \$150 copay • RX 30 day: \$15/ \$30/ \$50 • RX 90 day: \$30/ \$60/ \$150  Out of pocket maximum: \$5,450 individual/ \$10,900 Family	Contributions made by employee and company  Please see the 2024 bi-weekly contribution rates on previous page for more information
<b>BCBS Dental</b>	Full-time employee • Date of hire, OE, or qualifying life event	\$2,000 calendar year maximum • Deductible: \$50 single/ \$150 family • Preventative care: 100% • Basic treatment: 80% • Major treatment: 50% • Orthodontics: \$2,000 separate lifetime maximum • Covers orthodontia for children and adults	Contributions made by employee and company  Please see the 2024 bi-weekly contribution rates on previous page for more information
<b>EyeMed Vision</b>	Full-time employee • Date of hire, OE, or qualifying life event	Annual eye exam: \$10 copay • Prescription glasses: \$25 copay • Standard frames: \$180 allowance • Contacts: \$180 allowance • Frames and lenses covered every 12 months	Contributions made by employee and company  Please see the 2024 bi-weekly contribution rates on previous page for more information
<b>Sun Life: Life and AD&amp;D</b>	Full-time employee • Automatically enrolled	Coverage is annual salary up to \$450,000	100% company funded
<b>Sun Life: Short Term Disability</b>	Full-time employee • Automatically enrolled	Begins after 7 consecutive days of disability • Up to 150 days • Covers 60% of salary	100% company funded
<b>Sun Life: Long Term Disability</b>	Full-time employee • Automatically enrolled	Begins after 150 consecutive days of disability • Covers 60% of salary up to \$15,000 per month	100% company funded
<b>Vanguard 401K</b>	Full-time employee • Can enroll 1st of the month after 30 days	Basic match of 100% of Salary Deferrals up to the first 3% of Plan Compensation plus 50% of Salary Deferrals up to the next 2% of Plan Compensation – 4% match.	Employee and company funded  Fees are paid by employee and company
<b>Health Savings Account</b>	Full-time employee • Date of hire, OE, or qualifying life event • Enrollment in Entrada PPO HSA Medical Plan	Company contributes: \$2,000 individual \$4,000 family 100% rollover	Company funded  Additional funds can be added by employee pre-tax
<b>Lifestyle Spending Account</b>	Full-time employee • Can enroll at any time	Can be used to support wellness Annual \$500 stipend	100% company funded

\*Full time: employees working 30+ hours a week