

# Benefits Snapshot

## PERKS

- Health Savings Account
- Employee Assistance Program
- \$300 Commuter Stipend
- \$50 Mobile Stipend
- Free Onsite Gym
- Free Drinks and Snacks (we love Oreos)
- Company Sponsored Social Events
- \$500 Wellness Account
- 401K Plan
- Entrada Swag & Gear
- Weekly Company Lunches
- Generous Parental Leave

## 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



## 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: MONTHLY CONTRIBUTION RATES

Your Cost Per Pay Period	Employee	Employee+Spouse	Employee + Child(ren)	Employee + Spouse + Children
<b>PPO</b>	\$69.43	\$138.86	\$128.45	\$197.88
<b>HMO</b>	\$87.24	\$174.48	\$161.40	\$248.64
<b>DENTAL</b>	\$5.32	\$10.63	\$8.51	\$13.82
<b>VISION</b>	\$0.71	\$1.35	\$1.42	\$2.08

## 2021 BENEFIT LIMITS

Certain benefits with tax advantages are limited on a year-to-year basis by the IRS. To see this year's limits please see the tables below:

HEALTH SAVINGS ACCOUNT CONTRIBUTIONS	
<b>2021 Contribution Rules</b>	Maximum HSA contributions are \$3,600 if enrolled alone Maximum HSA contributions are \$7,200 if enrolled with a spouse and/or children
<b>Company Contribution</b>	Entrada will contribute \$2,000 if enrolled alone Entrada will contribute \$4,000 if enrolled with a spouse and/or children
<b>Employee Contribution</b>	You can contribute up to \$1,600 if enrolled alone You can contribute up to \$3,200 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

## 2021 HOLIDAYS

DATE	DAY	HOLIDAY
<b>January 1</b>	Fri.	New Year's Day
<b>January 18</b>	Mon.	Martin Luther King Jr. Day
<b>February 15</b>	Mon.	President's Day
<b>April 19</b>	Mon.	Patriot's Day
<b>May 31</b>	Mon.	Memorial Day
<b>June 18</b>	Fri.	Juneteenth
<b>July 2</b>	Fri.	Independence Day
<b>September 6</b>	Mon.	Labor Day
<b>October 11</b>	Mon.	Indigenous People's Day
<b>November 25</b>	Thurs.	Thanksgiving
<b>November 26</b>	Fri.	Day after Thanksgiving
<b>December 24</b>	Fri.	Christmas Eve
<b>Dec. 24 - Jan. 2</b>	Fri.-Sun.	Shut Down for non-critical employees

## PAID TIME-OFF

### Shutdowns:

For 2021, we will have a winter shutdown from December 24th through January 2nd 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:

- Maternity - 100% pay for 14 weeks
- Parental - 100% pay for 6 weeks
- Adoption - 100% pay for 6 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 \$30 • Specialist: deductible then \$45 • ER: deductible then \$250 prescription deductible • RX 30 day: \$10/ \$45/ \$175/ \$250 • RX 90 day: \$20/ \$90/ \$350/\$750  In network out of pocket maximum: \$6,900 individual/ \$13,800 Family • Out of network deductible: \$5,000 individual/\$10,000 Family  Out of network out of pocket maximum: \$13,800 individual \$27,600	Contributions made by employee and company  Please see the 2021 monthly contribution rates on previous page for more information
<b>BCBS HMO</b>	Full-time employee • Day of hire, Open Enrollment (OE), or qualifying life event	Deductible: None, except for inpatient hospitalization (\$1,000 single/ \$2,500 family) • Office visit: \$25 copay • Specialist: \$45 copay • ER: \$250 copay • RX 30 day: \$10/ \$45/ \$150/ \$225 • RX 90 day: \$20/ \$90/ \$300/ \$675 • Out of network: N/A	Contributions made by employee and company  Please see the 2021 monthly contribution rates on previous page for more information
<b>BCBS Dental</b>	Full-time employee • Date of hire, OE, or qualifying life event	\$1,500 calendar year maximum • Deductible: \$50 single/ \$150 family • Preventative care: 100% • Basic treatment: 80% • Major treatment: 50% • Orthodontics: 100% to \$1,500 separate lifetime maximum • Covers orthodontia for both child and adult	Contributions made by employee and company Please see the 2021 monthly 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	Employee funded
<b>Sun Life: Life and AD&amp;D</b>	Full-time employee • Automatically enrolled	Coverage is annual salary up to \$350,000	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	Traditional and Roth plans available	Employee funded Fees are paid by employee and company
<b>Health Savings Account</b>	Full-time employee • Date of hire, OE, or qualifying life event	Company contributes: \$2,000 individual \$4,000 family 100% rollover	Employer funded Additional funds can be added by employee pre-tax
<b>Wellness Account</b>	Full-time employee • Can enroll at any time	Can be used to support wellness \$500 stipend	100% company funded