

GumGum 2023 U.S. Benefits & Perks



Health and Medical

Medical Coverage: [United Healthcare](#)

Employees can choose from one of four medical insurance plan options: three PPO plans and one EPO plan provided through UHC. The \$2,000 deductible PPO plan is 100% paid for by GumGum for team members and their dependents. All other plan premiums are subsidized.

Dental Coverage: [Delta Dental](#)

There is one dental plan available, which is a PPO plan, provided through Delta Dental. This plan is **100% paid** for by GumGum for the employee and their dependents!

Vision Coverage: [Guardian Vision](#)

There is one vision plan available, which is a PPO plan, provided through Guardian Vision (VSP Network). This plan is **100% paid** for by GumGum for the employee and their dependents!

Business Travel Accident Insurance

BTA is a **free program** that provides employees with supplemental benefits for covered accidents or injuries when traveling for business more than 100 miles from home. **Visit www.thehartford.com or call (800) 523-2233.**

[Paid Parental Leave](#)

GumGum will supplement the difference between the employee's base compensation and the state's disability and/or baby-bonding benefits payments through short-term disability. Birth parents can receive up to 16 - 18 weeks for birth recovery and baby bonding and non-birth parents will receive up to 10 weeks for baby bonding.

[Transitional Return-to-Work Schedule](#)

Employees are eligible to have a flexible schedule when returning to work after an extended parental leave for up to one month immediately following their return to work.

[Modern Family Support: Maven](#)

Maven provides 24/7 concierge access to family forming support to all team members and their spouses/domestic partners. The platform also allows for GumGum to provide confidential reimbursements towards eligible family forming expenses.

Family

401k Retirement Plan: [ADP](#)

Employees can contribute a percentage of their base pay on a pretax and/or post-tax basis up to the annual IRS limit and GumGum will match 100% up to the first 1% and 50% for each % deferred up to 6% (a max. 3.5% match), with immediate vesting. Bonus and Commission payments are also eligible for 401(k) deductions. For more guidance on retirement and personal finances, employees can reach out to our Morgan Stanley financial advisors at (310) 205-4731 or (310) 285-2621!

Life Insurance and AD&D: [Guardian](#)

Employees are provided with coverage at 1x salary up to \$200,000 at **no cost** to them. Employees also have the option to purchase supplemental insurance for themselves, their spouses and/or their children.

Short-Term and Long-Term Disability

GumGum provides disability benefits at no cost to employees. Employees may receive a portion of their salary while they are disabled and unable to work.

Flexible Spending Accounts (FSA): [EBC](#)

Employees can set aside a portion of their paychecks, pretax, to cover eligible out-of-pocket healthcare and commuter expenses up to the annual IRS limits.

Student Loan Repayment Assistance: [SoFi](#)

Through SoFi at Work, employees can receive employer contributions based on tenure directly to their student loans.

[Dogs of GumGum](#)

In lieu of our dog friendly office, check out all of our cute pups on our social accounts @dogsofgumgum. Once our offices reopen, employees may bring their dogs to applicable pet friendly offices - we've got treats for your furry friends too!

[Veterinary Discounts: PetAssure](#)

There are two pet discount programs available to employees at no extra cost. PetAssure helps employees to save on all in-house medical services at participating veterinarians and PETplus provides discounts on brand-name prescriptions and preventatives.

Financial

GumGum Pets

GumGum 2023 U.S. Benefits & Perks



Wellness

Wellness Reimbursement

Employees are eligible to expense, via TripActions, up to \$55 per month for gym memberships, fitness classes, personal training, counseling, massage, acupuncture, and chiropractic care. Wellness reimbursements are paid out on a quarterly basis.

Employee Assistance Program (EAP)

The EAP provides three (3) free, confidential counseling sessions per person, per issue, per year, to employees and their dependents, including family support, legal assistance, fitness, mental health resources and work-related help. Visit www.guidanceresources.com or call (800) 272-7255.

Legal & Identity Theft Protection

Legal Shield offers a pre-paid legal plan that allows employees to consult an experienced lawyer and a comprehensive identity theft plan that monitors for signs of criminal activity. Visit www.legalshield.com or call (800) 654-7757.

Bereavement and Pet Bereavement

Our bereavement leave policy (separate from FTO) allows you to take consecutive time off for your immediate and extended family members, close friends, colleagues and even a separate policy for our furry friends.



Additional Benefits & Perks

WFH Reimbursement

Employees are eligible to expense, via TripActions, up to \$55 per month to help offset internet and cell phone costs. WFH reimbursements are paid out on a quarterly basis.

WeWork Monthly Pass

Full-time regular employees may receive a monthly pass which allows for 10 day uses and 20 credits per month. Additionally, employees can receive up to \$100 in reimbursement for WeWork parking! *Note: GumGum vaccination policies and utilization are applied. Make sure to ask for more details!*

Dependent Care FSA

Employees can set aside a portion of their paychecks, pretax, to cover eligible out-of-pocket child care expenses up to the annual IRS limits.



Holiday and Flexible Time Off

Paid Holidays: [2023 U.S. Holiday Closings](#)

- Monday, January 2, 2023: New Year's Day (observed)
- Monday, January 16, 2023: Martin Luther King, Jr. Day
- Monday, February 20, 2023: Presidents' Day
- Monday, May 29, 2023: Memorial Day
- Monday, June 19, 2023: Juneteenth
- Tuesday, July 4, 2023: Independence Day
- Monday, September 4, 2023: Labor Day
- Monday, October 9, 2023: Columbus Day
- Friday, November 10, 2023: Veterans Day
- Thursday, November 23, 2023: Thanksgiving
- Friday, November 24, 2023: Day after Thanksgiving
- Monday, December 25, 2023: Christmas Eve (observed)
- Tuesday, December 26, 2023: Christmas Day (observed)
- Monday, January 1, 2024: New Year's Eve (observed)

Time-Off Policy (FTO)

Flexible paid time off. As long as the employees' managers approve and are aligned on coverage prior to the requested time off, GumGum encourages employees to take off the days needed to practice a healthy work-life balance.

Volunteer Time Off (VTO)

At GumGum, we are passionate about giving back and supporting initiatives, organizations and programs that align with our company values! Our VTO policy allows you to take two (2) days off per year for volunteering activities!

Summer Fridays

GumGum offers Summer Fridays every year to take advantage of those extra long days! Our Summer Fridays run from the 1st Friday of May through the Labor Day weekend in September. On Summer Fridays, we end our workdays at 1pm local time.

GumGum Goes Virtual!

At GumGum, our values of showing **Grit**, being **Thoughtful** and having **Agility** have shown through as we've learned to navigate our new normal!

Through Grit and Agility, we were able to successfully transition into a remote community in one day to #StayHome and save lives. Our commitment to our company culture has never been more important - from biweekly company calls with our CEO to virtual dinners, pizza and cocktail-making classes, meditation, and fitness classes, below are a few things we've pivoted to virtual setting to help our team stay connected!

Virtual + In-Person Leadership Bites

This program brings together our current and future GumGum leaders for regular evenings of good times, great food and meaningful conversations.

Slack Challenges

And the winner is.... We host weekly challenges from favorite books, baby pics, work-from-home stations, favorite movies, All Things Food, practicing self-care, taking a break at home, to trivia. Photo raffles mean prizes for the winners!

Hackathon 2022 & Beyond

Hackathon, one of our favorite events of the year, encourages team-bonding, collaboration and innovation by empowering employees to form teams, brainstorm product ideas and ultimately execute on those ideas over 3 days. This event has helped drive innovation & efficiencies in our business since 2016! Check out our first virtual Hackathon [here](#).

Spotlight Months

We're honored to spotlight important cultural and social-impact celebrations each month with the help of the **Voice Coalition!**

Giving Back + Community Impact with Quarterly Causes

We have been proud to support various organizations such as United For America, The Ad Council, Homeboy Industries, Feeding America, and continue to support small BIPOC-owned businesses whenever possible.

