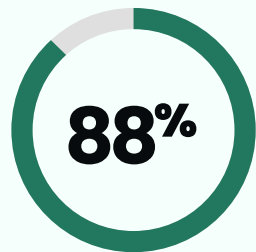


Benefits & Perks Overview

HEALTHCARE & BENEFITS



AVERAGE
HEALTHCARE
EMPLOYER
CONTRIBUTION

Company-subsidized Medical through Cigna and Kaiser (CA), Dental & Vision with Cigna Life & ADD, Short Term & Long Term Disability with NY Life

DCFSA

up to

\$1,200

company contribution

HSA

up to

\$2,200

company contribution

Tax advantaged FSA and LPFSA are also available. For individuals on HSA eligible plans, Guru provides contributions whether you contribute or not

Unlimited PTO

12 company holidays and 2 company-wide team building trips per year



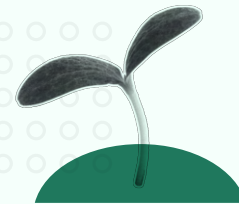
EQUITY AND 401K

UP TO 16 weeks parental leave



discounted pet insurance

EMPLOYEE DEVELOPMENT



Minimum \$500

annual professional
development stipend

TUITION
REIMBURSEMENT

2 years at Guru = \$3,000
5 years at Guru = \$10,000



2

employee assistance programs

EMPLOYEE
RESOURCE
GROUPS

Paid DEIB positions
by application



BLACK



LGBTQ+



WOMEN



Pact



JEWISH



DEIB
Committee

Wellness Travel Policy

We believe that where you live should not affect your access to healthcare. Employees in certain home states (as defined by Guru) are eligible to utilize a \$3,000 reimbursement to seek specific medical services that may not be available in your home state.

OFFICE

CATERED LUNCH

2 times
per week



dog-
friendly
office

PRE-TAX
COMMUTER
BENEFITS

WORK & PLAY FROM ANYWHERE



WORK FROM ANYWHERE

Make work an adventure: work from anywhere that supports your goals and your work

\$10,000 THRIVE AFTER FIVE

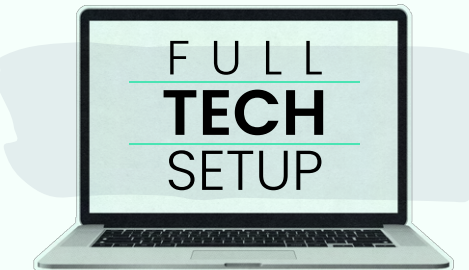
We celebrate a team member's five year anniversary with a \$10,000 personal travel reimbursement to rest and recharge

Monthly co-working credits
through Gable



Sponsored events
(no matter where you are)

BUT WAIT, THERE'S MORE!



EMPLOYEE
experience PERK



A flexible perk for all employees to invest in their Employee Experience of choice through wellness, mental health visits, office setup, co-working spaces, food, home cleaning services, pet care, and more

\$2,700

HUB EMPLOYEES

\$4,500

REMOTE EMPLOYEES*

*Additional funds are provided to Remote employees in order to create a similar environment for those who do not have access to a Hub Office or do not find an office to be a conducive work environment