

cloudforce

EMPLOYEE BENEFITS OVERVIEW

MEDICAL AND DENTAL

Cloudforce offers a comprehensive medical and prescription coverage plan, the Signature Kaiser Gold Plan, through Kaiser Permanente. Cloudforce pays 100% of the premium for employees and 50% for employee dependents. Eligibility is immediately upon hire.

Cloudforce offers a premium PPO dental plan, the DentalGuard Preferred Plan, through Guardian Dental. Cloudforce pays 100% of the premium for employees and 50% for employee dependents. Eligibility is immediately upon hire.

401K

Cloudforce participates in a 401K plan administered through ADP. Cloudforce will match employee contributions up to 3.5% with a two-year vesting period on employer contributions. Eligibility is at 60 days after hire.

PAID TIME OFF (PTO)

Cloudforce has a paid time off (PTO) plan which can be used for vacation, sick, and personal time off. Employees are eligible to accrue up to 15 days each year during their first two years of employment, 20 days each year in years 2 through 4, and 25 days thereafter. As a Cloudforce employee, you will start accruing PTO immediately upon hire.

COMPANY OBSERVED HOLIDAYS

Cloudforce observes the following company paid holidays:

- New Year's Day
- Martin Luther King Jr Day
- Memorial Day
- Independence Day
- Labor Day
- Thanksgiving Day
- Christmas Day

FLOATING HOLIDAYS

Cloudforce provides two floating holidays per year for all employees to use in addition to PTO and company observed holidays.

FLEXIBLE SAVINGS ACCOUNT (FSA)

Cloudforce participates in a Flexible Saving Account (FSA) plan administered through WageWorks. The plan allows for pre-tax employee contributions into the FSA to cover out-of-pocket health care costs (up to \$2,750/year) and dependent care costs (up to \$5,000/year). Eligibility is immediately upon hire.

*(*Funds must be used by the end of the calendar year or are forfeited with the exception of up to \$500 that may be rolled over to the following year for health care FSA funds).*

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TUITION REIMBURSEMENT

After six months of service, Cloudforce will assist employees toward furthering their education to include skills certifications. (**Requests must be approved by Cloudforce management and may be subject to tax implications.*)

OTHER BENEFITS

- Onsite Gym
- Equity Incentive Plan
- Flexible Work Hours
- Mobile Phone Stipend
- Employee Referral Fee Program
- Employee Assistance Plan (financial, legal and health care assistance provided through ADP partnership)
- Discount Program (employee discount program provided through ADP partnership)
- Access to hundreds of E-Learning training books to further your professional development
- Access to discounted hardware and software (through Cloudforce's vendor partner network)
- Career development/mentorship programs
- Volunteer and Charitable Giving Program
- Regular team building and social events

PAY PERIOD

Cloudforce pay periods are bi-monthly on the 15th and the last day of the month.

CONTACT

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Cloudforce reserves the right to change any benefit at any time. In such instances where this document may reference information that differs from the current summary plan descriptions, the summary plan descriptions will prevail. Rev. 12/2020.