



Employee Benefits & Perks

Paid Time Off (PTO)

- Generous PTO
 - Options to roll-over, purchase and sell
 - 16 days plus 9 holidays (year one)
 - Paid sick leave
- Volunteer time off - 8 hours per quarter

401(k) Plan

- Up to \$23,000 of employee earnings, pre-tax
- 3% safe harbor employer contribution (after 3 months)
- Up to 6% employer matching (after 1 year)

Career Development

- Internal training and Ent University
- Tuition reimbursement
 - Up to \$10,000 annually
 - Associates, Bachelor's or Master's

Family Planning

- \$15,000 combined lifetime maximum
 - Fertility treatment and medications
 - Donor, surrogacy and adoption services

Credit Union Perks

- Up to 1% discount on qualifying mortgage, personal or auto loans (restrictions apply)*
- Voluntary wellness program
 - Personal Training and Nutritional Counseling
 - Health promotions
 - Behavioral/mental health program
- Pet insurance - no breed restrictions
- Employee engagement groups
- Employee partner discounts

Working at our HQ

- Spectacular views of the Front Range
- Fitness center for employees & eligible dependents
- On-site cafeteria
 - 6 food stations and a rotating menu
 - Take-home family meals
 - Order ahead (online or via app)
- Member Perks Café - coffee, tea, kombucha, smoothies
- Modern workstations - spacious, sit-stand desks
- Beautiful outdoor spaces
 - Huge water feature
 - Outdoor dining, basketball and volleyball
 - 1 mile walking trail

*1% discount on posted interest rates for loans and no origination fees after 6 months of employment. Terms and conditions may apply based on factors such as the Applicable Fed Rate (AFR) at the time of loan origination and whether or not Ent sold the loan prior to the loan discount application.

Employee Benefits & Perks Continued

Medical (Aetna)

- Direct primary care
 - \$10 diagnostic office visits
 - 24/7 access to providers
- Three medical plan options - employer pays up to 70% of premium
- Nationwide physician network
- Discounted mail-order prescription - Optum

Dental (Delta Dental)

- Two dental plan options - employer pays up to 75% of premium
- Enormous provider network participation
- Preferred options for lower costs
- 100% coverage on diagnostic and preventative services

Vision (EyeMed)

- Preferred options for lower costs
- Generous frames, lenses and contacts allowance
- Annual eye exam

Health Savings Account (HSA)

- Election in HDHP gives eligibility to contribute to HSA
- Employee contributions are pre-tax
- Generous employer contribution
- Individuals can contribute up to \$4,300 annually
- Families can contribute up to \$8,550 annually

Flexible Spending Account (FSA)

- Take medical, dental, or child care funds out of paycheck as pre-tax dollars
- Up to \$3,300 for medical spending
- Up to \$5,000 for dependent care
- Up to \$3,300 for limited purpose FSA
- Debit card available for all accounts
- \$660 roll-over feature

Other Insurance

- Life insurance (employee, spouse, children)
- Optional supplemental life insurance (employee, spouse, children)
- Short and long-term disability insurance
- Accidental death and dismemberment insurance
- Aflac BenExtend benefit: voluntary accident plus hospital indemnity and critical illness