

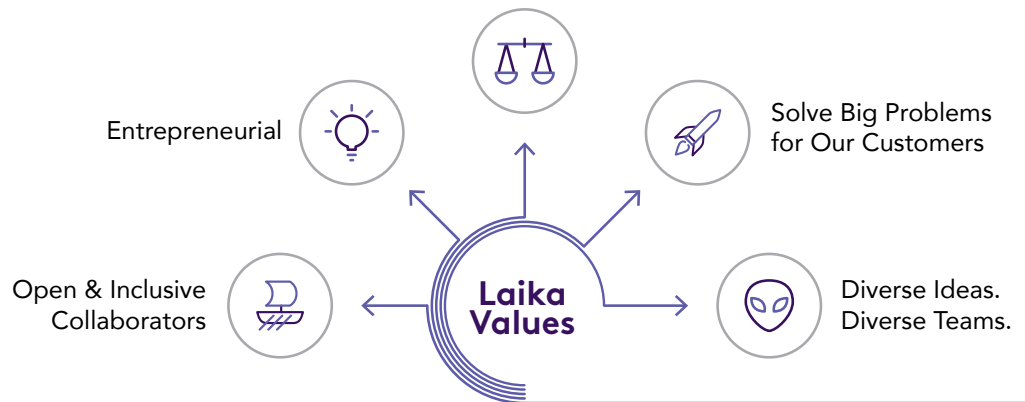
## Working at Laika

At Laika, we love collaborating to come up with new ways to solve problems. We have created a workplace **where the best idea wins** and **we continuously strive to bring out the best in each other**. Our team is full of **entrepreneurial people** with a bias toward action, an insatiable intellectual curiosity, and a desire to learn and grow personally and professionally. **By bringing remarkably talented people together**, we have the opportunity **to create something amazing for our customers and our team**.

### OUR VALUES

**Our values are the foundation of our business and built into the company at every step.**

Not only do we hire based on them, they're how we manage performance and reward and promote employees who demonstrate them:



## Perks & Benefits

### Health and Wellness

- Full Coverage Healthcare (100% of premium covered with no deductible)
- Health Reimbursement Account
- Dental Insurance
- Vision Insurance
- Wellness Program

### Vacation and Time Off

- Unlimited Vacation
- Paid Holidays
- Maternity Leave
- Paternity Leave

### Financial and Retirement

- 401k (Optional, No Matching)
- AD&D Insurance
- Basic Life Insurance
- Early Equity
- Stock Purchase Program
- Performance Bonus
- Relocation Assistance
- Internet Stipend

### Professional Development

- Promote From Within
- Mentor Program
- Shadowing Opportunities
- Lunch & Learns

### Office Life + Perks

- Flexible Work Hours
- Remote Work Opportunities
- Commuter Benefits Program
- Pet-Friendly Office
- Happy Hours
- Diversity & Inclusion Program



Below is a comprehensive list of benefits and their estimated values:

Benefit Name	Benefit Description	Est. Annual Benefit Value (In Local Currency)
Full Coverage Healthcare	100% of premium covered with no deductible	\$25,000
401k	Optional. No Matching.	
AD&D Insurance	\$50,000 of coverage	\$300
Basic Life Insurance	\$50,000 of coverage	\$1,000
HealthAdvocate	Employee Assistance Program	\$500
One Medical	On-demand Primary Care	\$500
TELEDOC	Virtual Health	\$500
Talkspace	Online Mental Health Therapy	\$1,200
WFH Equipment Stipend	New Hires receive a stipend to purchase equipment for Home Office	\$800
Internet Stipend	Monthly stipend of \$50 to offset home internet costs	\$600
Wellness, Fitness & Recreation Benefit	Stipend of \$90/quarter for use to support Wellness <i>(Yoga, Meditation, Gym Membership, Fitness Equipment or Recreation League)</i>	\$360
Charitable Contribution Matching Program	Laika will match charitable contributions or donate to a charity of the employee's choice	\$200

For additional information, **please reach out to your recruiter.**