

Guru Benefits & Perks Overview

HEALTHCARE & BENEFITS



SIGNIFICANTLY SUBSIDIZED MEDICAL INSURANCE

INCLUDING DENTAL
& VISION COVERAGE

Tax-advantaged FSA
and HSA accounts

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

Unlimited PTO

Plus, 13 company
holidays



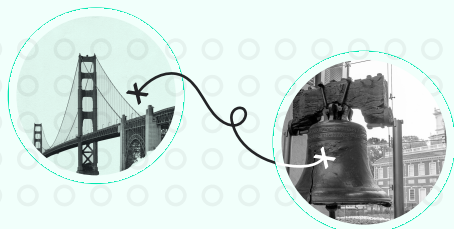
UP
TO 16 weeks parental leave



discounted pet insurance

EQUITY AND 401K

EMPLOYEE DEVELOPMENT



In-person team building events

Travel to Philadelphia three times a year (twice with your team, and once with the whole company)

TUITION REIMBURSEMENT



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

2

employee assistance programs

EMPLOYEE RESOURCE GROUPS

- BLACK
- LGBTQ+
- WOMEN
- PACT
- JEWISH

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 for town hall events



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

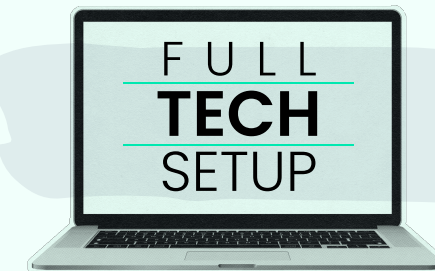
\$12,000 THRIVE AFTER FIVE

We celebrate a team member's five year anniversary with a personal travel reimbursement to rest and recharge

Monthly co-working credits through Gable for remote employees not near HQ



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, professional development, and more!

\$3,000

FOR EVERY EMPLOYEE;
ONE-TIME ANNUAL PAYMENT