

Perks and Benefits Overview

At eMoney, we are proud to offer our employees a robust and comprehensive benefits package - allowing employees to focus on what really matters to them.

Remote Work

You don't need to be in an office to be a part of the eMoney team. eMoney currently operates as a remote-first employer. This means that eMoney supports a workforce that is mainly remote and provides office space as an option for those who live within a commutable distance to our headquarters in Radnor, Pa. We leave it up to our employees to decide where and how they work best.

Flexible Work Allowance

Our monthly flexible work allowance empowers employees to customize their benefits. Each employee receives \$50/month (\$600 annually).



Generous Paid Time Off

New employees accrue 20 days of PTO in their first year, with more days added at the two and five-year mark.



Paid Holidays

Celebrate 12 company paid holidays - which include your birthday and a floating holiday.



Paid Parental Leave

Employees can take up to four weeks of paid time off at 100% of their base salary after one year of employment.

Volunteer Time Off & Charitable Contributions

We give you the opportunity to make a difference through our employer match program—matching donations up to \$100 per employee each year, in addition to providing 16 hours of paid volunteer time each year so you can support the causes close to your heart.

Voting Time Off

We believe that it is the responsibility and duty of employees to exercise the privilege of voting in elections - which is why every employee receives two hours of paid time off to vote.

Rewards and Recognition

Our pay-for-performance approach is supported by a culture of recognition in which we celebrate employees, not only for big wins but also for their everyday value.

Leaders across the organization have recognized employees through our eMoney Excellence Award – **issuing more than \$150,000 in rewards** in 2022 alone.

We also encourage peer-to-peer recognition through an internal rewards system by which employees have recognized one another for **more than 300,000 inspirational moments** over the last two years – totaling **more than \$120,000 in rewards**.

Medical, Dental, & Vision Coverage

We offer a generous package which includes:

- **Medical** – No employee cost option for high deductible plan; Aetna OA MC option available
- **Health Savings Account (HSA)** – Company will seed account; individual plan will receive \$900/year, family plan will receive \$1,200 per year. Bonus! You can invest your HSA funds through Fidelity as well!
- **Flexible Savings Account (FSA)**
- **Dental** – Low cost basic and enhanced plans available.
- **Vision** – Low cost basic and enhanced plans available.

401(k) Plan

Start building a successful retirement plan following the first 90 days of employment with our contribution match of 100% of the first 1% and 50% of the next 5% of an employee's annual eligible compensation. Roth and Traditional plans are available.

Tuition Assistance

eMoney employees get the equivalent of \$5,250 per calendar year to spend on education. They've taken semester-long classes, weekend workshops, and online courses on everything from real estate to design.

Financial Wellness Resources

All employees have access to eMoney's team of in-house financial professionals, which include Certified Financial Planners, Accredited Financial Counselors, and Financial Therapists, to gain direction on all things finance. No matter where you are in your personal financial journey, our team is here to help!

Professional & Leadership Development

Learning and development is a welcome part of the job at eMoney. We focus on enabling continuous development – giving you the opportunities you need to learn on the job and grow with the company. **Each employee - no matter their seniority - receives a personal budget of \$1,000 (annually)** for professional development and access to our in-house learning workshops and resources.

Mental Health & Wellness

Every employee receives free access to Headspace – a science-backed mindfulness training.

Additional Company-provided Benefits

- Life Insurance – One and one-half times your basic annual earnings, up to a maximum of \$250,000
- Short-term and Long-term Disability
- Identity Theft Protection
- Emergency Travel Assistance
- Employee Assistance Program (EAP)