

USTWO New York
BENEFITS

Version 2.2

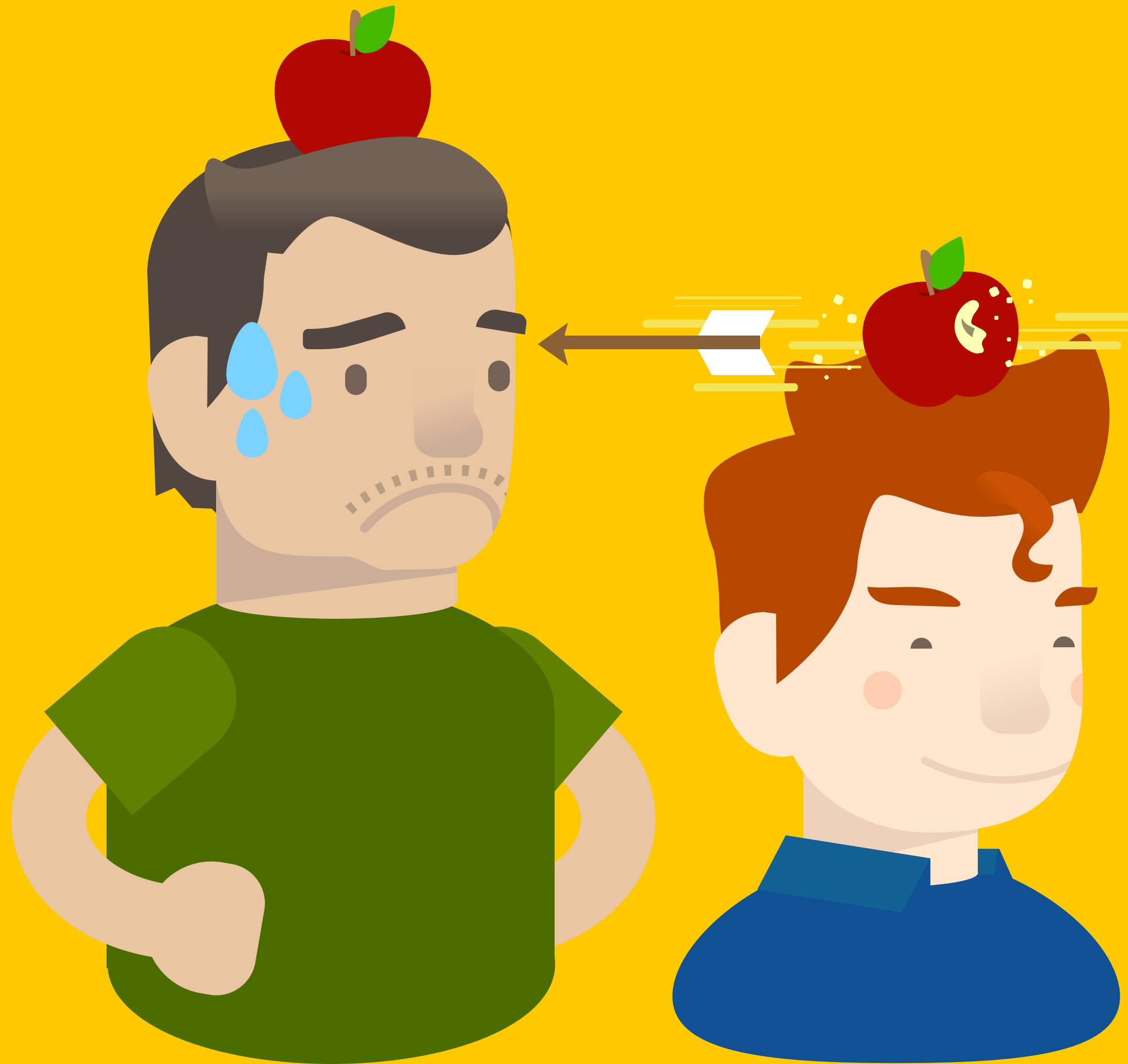
LOOKING AFTER OUR USTWOBIES

Welcome to the Fampany™*

At ustwo, we take care of our own. Our benefits package will help make your life less stressful. So, sit back and relax. You won't have to sweat the small stuff now.

*Family + Company. Get it?

GENERAL HEALTH



AN APPLE A DAY WILL... PROBABLY MAKE YOU SICK OF APPLES

But fear not. Private medical, dental, and vision insurance will ensure that you and your health are well looked after from your first day of employment. And ustwo will cover you up to 100%!

HEALTH

Shots, shots, shots shots, sh-shots (amongst other things).

Employees have the ability to choose from 10 Aetna plans. ustwo pays 100% of the \$361 premium for the Aetna EPO 20 Northeast plan with Employee Only coverage. If you opt in to a different plan, or want to add a spouse or child(ren), you only cover the difference!

MAJOR MEDICAL

- \$0 Deductible
- \$0 Max Out-of-Pocket

PRIMARY CARE

- Office Co-pay \$20
- Specialist Co-pay \$40

PRESCRIPTIONS

- \$10 Generic
- \$30 Formulary
- \$50 Non-Formulary

HOSPITAL

- \$200/day up to \$600

PLAN	TOTAL COST*	USTWO COVERS	INDIVIDUAL COVERS
Employee Only	\$394	\$394	\$0
Employee + Spouse	\$867	\$394	\$473
Employee + Child	\$788	\$591	\$197
Employee + Family	\$1182	\$591	\$591

*Prices listed above are for the current plan year and subject to change

DENTAL

Let me see yo' grill.

Your pearly whites deserve proper maintenance. With a choice between Aetna or Delta coverage, employees have access to large national dental care networks. ustwo pays 100% of the Employee Only premium for the Aetna Dental 50 plan.

IN-NETWORK COVERAGE:

- \$50 Annual deductible
- \$1500 Annual Max coverage
- Preventive Services 100% Coverage by plan
- Basic Services 90% Coverage by plan
- Major Services 65% Coverage by plan
- Orthodontics 50% Coverage by plan

PLAN	TOTAL COST*	USTWO COVERS	INDIVIDUAL COVERS
Employee Only	\$55.55/month	\$55.55	\$0
Employee + Spouse	\$113.92/month	\$55.55	\$58.37
Employee + Child	\$119.45/month	\$55.55	\$63.90
Employee + Family	\$177.78/month	\$55.55	\$122.23

*Prices listed above are for the current plan year and subject to change

VISION

For those thick framed nerd glasses you always wanted.

With a choice between Aetna or VSP coverage, employees have access to large national vision care networks. ustwo pays 100% of the premium for the Aetna Vision plan

IN-NETWORK COVERAGE:

- Eye Exam Every 12 Months with a \$10 copay
- Lenses Every 12 Months with a \$10 copay
- \$130 towards Frames every 24 Months
- \$120 toward Contact lenses instead of glasses

PLAN	TOTAL COST*	USTWO COVERS	INDIVIDUAL COVERS
Employee Only	\$4.18/month	\$4.18	\$0
Employee + Spouse	\$7.94/month	\$4.18	\$3.76
Employee + Child	\$8.35/month	\$4.18	\$4.17
Employee + Family	\$12.28/month	\$4.18	\$8.10

*Prices listed above are for the current plan year and subject to change

RAINY DAYS



SH*T HAPPENS

For the unexpected events life can sometimes throw at you, ustwo provides coverage beyond the standard of 5 paid sick days (though, you get those too). You can rest easy knowing you and your loved ones will be taken care of should a curveball come your way.

BASIC LIFE AND AD&D INSURANCE

Life Insurance & Accidental Death or Dismemberment Insurance

In the unfortunate event of death or dismemberment while you're employed at ustwo, having both of these coverages insures a lump sum payment of up to \$50,000, payable to a beneficiary of your choosing.

Various additional supplemental coverage available at additional costs

ustwo pays 100% of Premiums

LONG & SHORT TERM DISABILITY

In the event that you are unable to work due to disability, ustwo provides employees with both short and long term coverage to ensure that falling on hard times won't hurt your wallet.

Short Term Coverage

60% of Salary, up to \$2,308 per week, for up to 25 Weeks
Benefit starts on 8th day of Accident/Sickness

Long Term Coverage

60% of Salary up to \$10,000 per month
Benefit starts after 24 weeks of Disability

Additional coverage provided by The Standard at \$175 per week

ustwo pays 100% of premiums

FUTURE PLANNING & PERSONAL GROWTH



TO THE FUTURE

We know that you have hopes and dreams for your life outside of work. We support planning for that future. Whether it's starting a family or ensuring financial stability down the line, ustwo is here to help.

PAID PARENTAL LEAVE

Hey mamas and baby daddies.

ustwo wants to make sure that families get as much support as possible. Building a family means different things to different people, and leave is available for parents adopting, fostering, or having a child.

Our Parental Leave Policy allows for 16 weeks* of fully paid leave for Primary Caregivers and 3 weeks of fully paid leave for Secondary Caregivers.

If you have medical insurance coverage through ustwo, your coverage will continue, uninterrupted, during your parental leave.

ustwo will hold your position open for Primary Caregivers for up to a total of six months if additional unpaid leave is requested.

**For mothers that give birth, the first 6-8 weeks of leave is paid 60% by ustwo's short-term disability plan and 40% from ustwo. (Length of this leave varies depending on method of delivery.) After STD runs out, ustwo will cover the remaining 8-10 weeks of leave at 100%.*



401 (K) PLAN

Age well. Like cheese.

We'll all eventually be old and gray. As overwhelming as retirement planning may seem, ustwo is here to help make it seem less scary.

Start putting money away now to keep you afloat post-retirement with a 401k plan. ustwo will help you save for your future by matching up to 5% of your contribution.

Administered via TriNet and their partner TransAmerica.

Available after 3 months of employment.



TRAINING & DEVELOPMENT

Grow, baby, grow!

At ustwo, we think it's essential to keep our minds fresh and inspired at all times. We offer up to \$3,000 a year to use for relevant personal career development.

If you find a course, conference or event you're interested in, then please speak to your area lead and the People team about the specific details of the course and/or training event including the dates, timing, venue details and if travel (including flights) and accommodation will be required. We'll work it out with you so you can go get inspired.

Available after 3 months of employment



MO' MONEY, LESS TAX



GIMME THE CASH

We know that some expenses happen on the regular. Our transit benefit and FSA health accounts allow you to contribute to these pre-tax, so you get the most for your money.

FLEXIBLE SPENDING

Maximize your cash, get rid of that rash.

TriNet flexible spending accounts (FSAs) can help you pay for eligible health care and/or dependent day care expenses on a pre-tax basis.

How it works:

You determine your projected expenses for the benefits plan year, and then elect to set aside a portion of each paycheck for your FSA. When you incur an eligible expense, you either pay with your FSA debit card, or pay the provider or facility directly and then submit a request for reimbursement.

Minimum annual contribution is \$200

Maximum annual contribution is \$2,500

No wait period for enrollment. Funds cannot be rolled over year to year.

TRANSIT BENEFIT

Commuting can suck.

ustwo can help it unsuck. Via WageWorks, you set your pre-tax deductions to suit your transit needs. Enrolling will save you about 30% on your MTA expenses (MetroCard, MetroNorth or LIRR tickets).

How it works:

You choose between having a MetroCard sent directly to you each month, or a MasterCard from WageWorks that your funds are loaded on to for you to use at any transit vending machine.

Deductions can be adjusted at any time, and can vary depending on your needs.

No wait period for enrollment, funds can be rolled over year to year

**SO, YOU WANNA BE A
NEW YAWKA?**



GET IN THAT EMPIRE STATE OF MIND

Making a move for a job is pretty major. We pride ourselves on being a diverse fampany and are here to help support your big move, whether that be from across the pond, or across state lines.

INT'L RELOCATION

If you can make it here, you can make it anywhere.

Some people call New York the “*Capital of the World*”. If that doesn't pique your interest, nothing will.

We provide the following support for those relocating internationally to the New York studio.

- Inbound flight, one-way economy class (up to \$1,000)
- Up to three weeks accommodation
- Assistance with finding an apartment from our broker
- We cover your broker's fee
- A loan for your refundable apartment deposit, to cover up to two month's rent worth up to a maximum of \$7,500. Repayable over 12 months of installments deducted from salary.
- We will cover the cost of partner health care for your spouse for the first four months to ensure coverage whilst they are looking for employment.
- A \$3,000 relocation bonus to cover setup costs such as shipping, furniture and appliances to help you get setup

DOMESTIC RELOCATION

Take a bite out of The Big Apple.

Is New York REALLY “*The City That Never Sleeps*”? Come find out.

We provide the following support for those relocating domestically (outside of the tri-state area) to the New York studio.

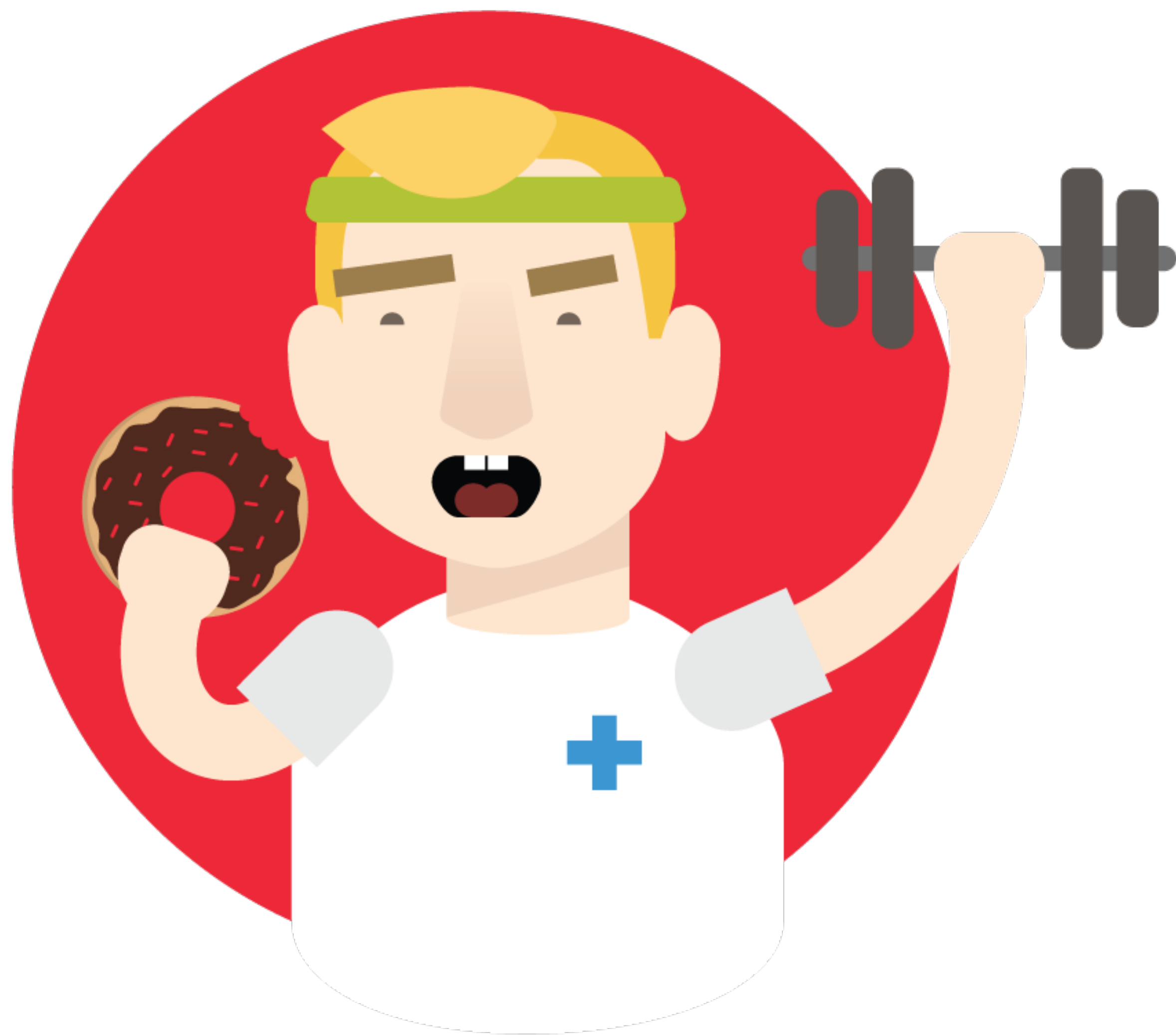
- Inbound flight, one-way economy class
- If needed, up to two weeks accommodation whilst you find your feet and your own place
- Assistance with finding an apartment from our broker
- Up to \$3,000 to expense broker fees, relocation costs (furniture, shipping, appliances)

WELLNESS PERKS



OM YOUR WAY TO A BETTER YOU

The Wellness @ ustwo initiative aims to promote the health and wellbeing of every ustwobie. We believe in a holistic approach to health incorporating mental, emotional, and physical well being, as well as implementing sustainable and green practices as a studio.



GYM BENEFITS

Lift more than just donuts...if you're in to that sorta thing.

We have a corporate membership that offers ustwobies a discount at New York Health & Racquet Club. Memberships include access to all of NYHRC's locations, fitness classes and amenities (think... pools, saunas, spas..oh my!)

Discounted cost for ustwobies is \$65/month (*regular price \$119/month*). If you'd like to join, speak to your People Ops Manager.

Spouses and Domestic Partners of ustwobies can also join the plan and get the advantage of a discounted rate. Cost for ustwobies' spouse/domestic partner is \$85/month. ustwobies that enroll at NYHRC are responsible for paying their own monthly fees directly to NYHRC.

If you have a gym, Classpass or fitness studio membership of your choice, you can expense up to \$20*/month toward your membership fee.

*These reimbursements are subject to applicable taxes

CITIBIKE

Yes, wheelie!

ustwo will pay for the cost of an annual membership for Citi Bike.

The Citi Bike system, operated by NYC Bike Share features thousands of bikes at hundreds of stations around New York. Citi Bikes are available 24/7, 365 days a year. As a member, the first 45 minutes of your rides are always free.

[Sign up here!](#)

ZIPCAR

Zip, zip hooray!

ustwo will pay for the cost of an annual membership for Zipcar.

Zipcar's car sharing program offers car rentals to members by the hour or the day. In addition to covering the annual fee for you, you will also have access to our discounted hourly and daily rates.

www.zipcar.com



QUIT SMOKING. WE'LL HELP.

The first and hardest step is committing to quit...Let ustwo help with what comes next.

ustwobies wanting to quit smoking will be able to expense up to \$40 per month for the purchase of quitting aids (nicotine patches or nicotine gum) for up to 6 months.

ustwo also has a smoke-free workplace policy to help protect the health and wellbeing of ustwobies. The policy says:

As required by New York City laws and also motivated by our desire to provide a healthy work environment for our employees, smoking is prohibited on all company premises. The law defines smoking as the "act of lighting, smoking or carrying a lighted or smoldering cigar, cigarette or pipe of any kind."

The Smoke-Free Workplace policy applies to:

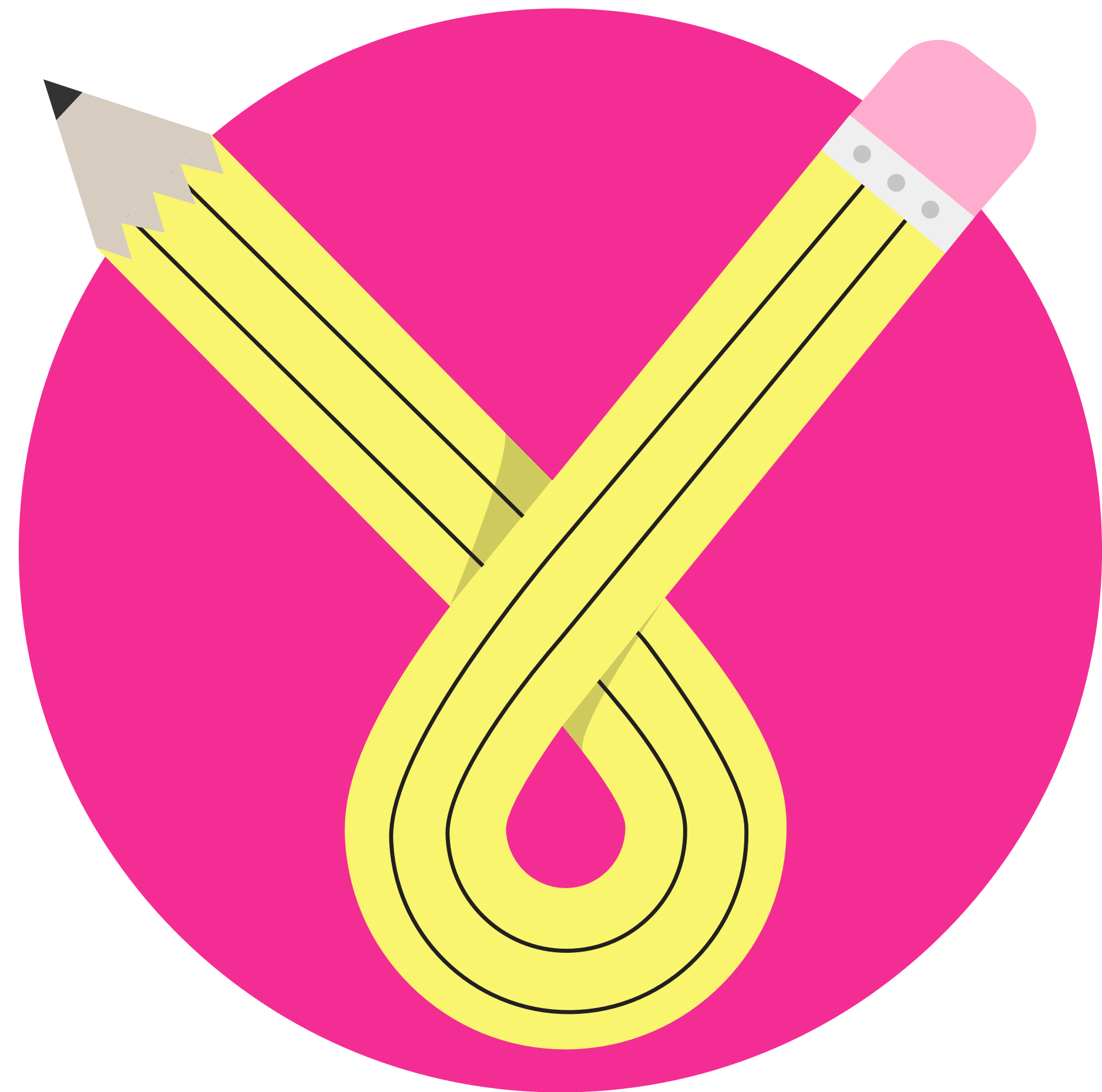
- *All areas of buildings occupied by ustwobies, including outdoor spaces*
- *All visitors (customers and vendors) to company premises*
- *All temporary employees (contractors, consultants, freelancers, interns, etc)*

PERKY PERKS



MORE THAN JUST FREE COFFEE

We like to keep our ustwobies happy, whether that's in or out of the studio. Flexible hours, days off, and in-studio benefits make sure you're able to set your best foot forward.



FLEXIBLE WORKING

Carpe diem!

We want to help you meet family needs and personal obligations, or simply work when you feel you can accomplish the most, so we have instituted a flexible work day at ustwo.

When project and work commitments allow, you will have the choice of how to structure your work day.

It's pretty simple: Work when you need to, and from where you need to, as long as you get your job done. Log 40 hours a week, not 8 hours a day. (Or simply put, "being an adult".)

For more guidelines on how we flexibly work, see the guide

* Does not apply to Monday Morning Meetings

CELL PHONE CONTRIBUTION

No one should have to rock a flip phone these days.

Let ustwo help upgrade ya. Switch to a device of your choice and receive a \$300 bonus* towards your purchase.

How it works:

Purchase your phone. Then, submit your receipt to the Operations team in the same month of purchase. The contribution will be made via a bonus payment with payroll.

**Bonus subject to applicable taxes.*

Available after 3 months of service and then again after 2 years.
Not available towards second-hand handsets.

EXTRA DAYS OFF

Recharge yourself!

In addition to vacation days, ustwobies get:

2 additional paid days for the **Annual Summer Holiday**

11 paid public holidays a year:

- New Year's Day
- Martin Luther King Day
- Presidents' Day
- Memorial Day
- Independence Day
- Labor Day
- Thanksgiving
- Day after Thanksgiving
- Christmas Eve
- Christmas
- New Year's Eve

REFERRAL BONUSES

Keep it in the family!

The best way to grow the studio is through the people we know and nothing beats a personal referral. ustwo offer a healthy referral bonus of \$3,000* if you make us aware of a suitable newbie who joins the studio, payable following 3 months of service from the referred newbie.

**Bonus subject to applicable taxes.*

MOAR GOODIES

- Fully stocked beverage fridge and an endless supply of snacks
- Healthy amounts of beer and wine
- Monday morning studio breakfasts
- Team outings
- In-studio espresso machine
- Kitchen stocked with food and snacks
- Monthly studio massages
- Regular studio socials
- Weekly product demos and chats
- Hassle free subsistence reimbursement with Per Diems

USTWO