

HackerRank

2023 US Benefits & Perks

At HackerRank, people are the core of our mission.

We're obsessed about the happiness and success of our customers, partners, and - above all - our team. Everyday, we strive to empower and support our teammates to help them realize their full potential. We are committed to supporting your happiness, healthiness, and overall wellbeing by providing a comprehensive benefits program.

MEDICAL

Anthem Blue Cross



Anthem Blue Cross

In Network Benefits	PPO 150	PPO 250	PPO 500	HDHP 3000
Yearly Deductible	\$150/\$450	\$250/\$750	\$500/\$1500	\$3000/\$6000
Out of Pocket Max	\$2000/\$4000	\$2250/\$4500	\$3500/\$7000	\$3425/\$6850
Primary Care CoPay	\$10	\$20	\$20	\$0
Specialist Care CoPay	\$10	\$20	\$20	\$0
Monthly Cost to You	PPO 150	PPO 250	PPO 500	HDHP 3000
Employee Only	\$188	\$62	\$0	\$0
Employee + Spouse/ Domestic Partner	\$788	\$416	\$276	\$100
Employee + Child(ren)	\$538	\$298	\$184	\$150
Employee + Family	\$1230	\$680	\$484	\$200



HackerRank provides a \$300 monthly stipend for those waiving medical insurance.

HackerRank

MEDICAL

Kaiser Permanente (CA only)



Kaiser Permanent (California only)

In Network Benefits

Kaiser Permanente HMO 10

Yearly Deductible	\$0/\$0
Out of Pocket Max	\$1500/\$3000
Primary Care CoPay	\$10
Specialist Care CoPay	\$0

Monthly Cost to You

Kaiser Permanente HMO 10

Employee Only	\$60
Employee + Spouse/ Domestic Partner	\$392
Employee + Child(ren)	\$280
Employee + Family	\$642



HackerRank provides a \$300 monthly stipend for those waiving medical insurance.

DENTAL



We offer two dental plans so you can choose the one that best fits your needs.

Guardian Dental Insurance Benefits

In Network benefits	Premier Pro	Standard Pro
Yearly Deductible	\$50	\$50
Annual Max Benefit	\$5000	\$1500
Coverage	Preventative 0% Basic 10% Major 40%	Preventative 0% Basic 10% Major 40%
Orthodontia	Adult & Child Eligibility \$2000 Lifetime Max	Child Only \$1000 Lifetime Max

Monthly Cost to You	Premier Pro	Standard Pro
Employee Only	\$16	\$0
Employee + Spouse/ Domestic Partner	\$46	\$14
Employee + Child(ren)	\$58	\$20
Employee + Family	\$88	\$34

VISION



Guardian Vision Insurance Benefits

In Network Benefits	Vision 180
Exam CoPay	\$10
Exam Frequency	Every 1 Calendar Year
Frames Frequency	Every 2 Calendar Years
Frames	Member responsible for 80% of amount over \$180
Contact Lens	Member responsible for 100% of amount over \$180

Monthly Cost to You	Guardian Vision
Employee Only	\$0
Employee + Spouse/ Domestic Partner	\$2
Employee + Child(ren)	\$2
Employee + Family	\$5

ANCILLARY BENEFITS

Flexible Spending Account

Set aside pre-tax dollars to cover eligible healthcare expenses for you, your spouse, and your dependents. (FSA elections do not roll over year to year)

- Max Pre-Tax Contribution (per plan year) \$3050
- Carryover amount \$610

Dependent Care Flexible Spending Account

Set aside pre-tax dollars to cover eligible child or adult care expenses, including before/after school care, daycare, preschool, day camps, and eldercare.

- Max Pre-Tax Contribution \$5000

Life Insurance

HackerRank has you covered with 1x your salary (up to \$250,000) of life insurance...for free. Additional coverage is available for purchase (evidence of insurability may be required).

Short Term Disability and Long Term Disability

Designed to protect you and your family by providing a portion of your income during times in which you are unable to work.

- STD: 60% of annual salary including bonus & commissions (\$2500 weekly max)
- LTD: 60% of annual salary including bonus & commissions (\$12,000 monthly max)

Employee Assistance Program

We have two EAP resources available to our employees and their families. Get 24/7 support, advice and resources for you, your family, and beneficiaries. Access to Resource Advisors by phone 24/7 and up to three in person visits.

- Anthem Blue Cross EAP
- Guardian EAP



FINANCIAL PERKS

401K

HackerRank makes it easy! In partnership with our provider ADP, you will be auto-enrolled in the 401K plan, at a 5% employee contribution. You can change that percentage to be higher or lower, or completely opt out. We offer a traditional pre-tax option as well as a post-tax Roth option.

Employee Stock Options

You have the chance to share ownership of the company with employee stock options. Our program gives the holder the right to buy our company's stock at a future date at a price established at the time of issue. Our vesting schedule (for exercising the option to buy) is 4 years with a 1 year cliff.

- 1st year - 25%
- 1/48 initial granted shares will be vested monthly for the next 3 years.

Professional Development Reimbursement

At HackerRank, we believe learning and development should be easily accessible and flexible. Learning options are driven by the employee's personal needs, along with the requirements of the role. HackerRank will reimburse up to \$300 per calendar year for each employee to invest in themselves; online/in-person training, workshops, webinars, certification programs, etc.

Employee Referral Program

Bring your besties to HackerRank - and get paid \$2500 - \$5000 when they join the team.

Home Office/Tech Perks

Every HackerRanker gets a MacBook Pro, monitor, mouse, and keyboard. In addition, every new hire gets \$250 for initial home office setup and \$150 a month for remote work enablement.



WELL BEING PERKS

Flexible Remote-First Culture

Work from home, the beach, or wherever you're most productive as long as work tasks are done. At HackerRank, it's not about when or where you work, it's about the contribution and impact you make on the team, our customers, and our community. We want our HackerRackers to be the best version of themselves, personally and professionally, so we strive to create a remote-first culture where everyone feels connected, enabled, and supported.

Generous Paid Time Off

We offer a generous PTO plan for our team to take the time they need; whether it be for appointments, field trips, long weekends, or a dream vacation. We also adopt a few company-wide days off and limited-meeting Fridays, allowing for maximum rest and recharge.

Paid Holidays

- New Year's Day
- Martin Luther King Jr Day
- President's Day
- Memorial Day
- Juneteenth
- Day before Independence Day
- Independence Day
- Labor Day
- Thanksgiving Day
- Day after Thanksgiving
- Christmas Day
- Day after Christmas Day

Parental Leave

We are proud to support parents with paid time off, allowing for dedicated time to bond and nurture their new bundle of joy. HackerRank offers up to 16 weeks of paid leave for the primary caregiver and up to 4 weeks of paid leave for the secondary caregiver. Short term disability and applicable state benefits apply toward the full salary coverage.



WELL BEING PERKS



Gympass is a wellbeing platform that ignites and fuels every part of your journey to feel good. Gympass' variety, convenience and flexibility can help support you on your wellbeing Journey. Through the bundle offering, employees will have access to virtual fitness classes, personalized nutrition, wellness coaching, financial planning. A small upgrade investment will give employees access to gyms, studios, therapy, and personal training.



Fetch is the most comprehensive pet insurance + health advice. Fetch pays back up to 90% of unexpected veterinary bills, so you can get your pet the best care, regardless of cost.



Personal finance benefits such as navigating your student loans and debt, managing your credit score, along with tips to improve it. Also best practices to easily save up for college, emergencies, and more.



Carrot provides full guidance and support during fertility planning, including fertility care, adoption, and donor-assisted reproduction. In addition, fertility and pregnancy telehealth support, including unlimited visits with reproductive endocrinologists, urologists, OB/GYNs, legal experts in adoption and gestational carrier services, doulas, midwives, nutritionists, lactation consultants, and emotional well-being experts.



Access to legal documents library and quick online answers from attorneys regarding legal issues such as landlord/tenant disputes, estate planning, immigration, etc.



24/7 access to exceptional medical care whenever you need it right from your phone - and in-person at 100+ offices in 14 cities around the country.



Meditation made simple with Headspace through the life-changing practice of mindfulness in just a few minutes a day. There are hundreds of themed sessions on everything from stress to sleep, as well as bite-sized meditations for busy schedules.