

HackerRank

UK 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.

HEALTHCARE

HackerRank provides private medical insurance for employees with the option to pay for family members at preferred rates.

- All employees can join the private medical insurance scheme with AXA Health, paid by HackerRank
- A scheme offering comprehensive benefits and full in-patient and out-patient treatment
- Employees have the option of adding their spouse/partner and dependent children at their own cost

The AXA Health's Business Health Plan Programme

- No monetary limit on in-patient treatment
- No monetary limit on out-patient treatment
- Comprehensive cancer cover
- Additional cover for routine dental and optical via cashback
- A wide network of participating hospitals and facilities
- Access to Gym Discounts with Hussle and Nuffield



ADDITIONAL BENEFITS

Scottish Widows Group Pension

A Group Personal Pension scheme which offers employees individual policies.

- Automatic enrollment into the plan on the 1st of the month, following your date of hire
- HackerRank will contribute 5% of your base salary provided you contribute a minimum of 4%
- You can elect to contribute more than 4% if you wish
- Tax efficient as your contributions are deducted net of basic rate tax relief

Bupa Dental Plan

A plan that reimburses you the cost of dental treatment up to specified benefit limits.

- HackerRank covers 100% of the premium for employees on a Level 3 basis
- You can add dependents; spouse/partner and children
- Additional premiums for upgrades and family members will be deducted from your salary

Life Insurance: 4x basic salary

A non-taxable benefit to help employees' beneficiaries in the unfortunate event of death

- Automatic cover from the first day of employment
- A tax-free lump sum of 4x basic salary



ADDITIONAL BENEFITS

Income Protection

- Income protection provides a replacement income if an employee is unable to work because of long-term illness or injury.
- The Company pays for the cover and there is no cost implication to the employee.
- It helps employee continue to live comfortably and provide for their family when they're unable to earn an income.
- The benefit provides 75% of the employee's base salary - the maximum benefit available under these schemes – and will be subject to tax and national insurance (just like gross salary)
- The benefit would become payable if an employee is unable to work for a consecutive 13-week period and subject to the claim being approved.
- The benefit will be payable for a maximum period of 5 years but will cease if an employee returns to work or reaches their State Pension Age.
- Employees whose individual benefit entitlement exceeds £85k per annum will be asked to complete a medical underwriting assessment form to ensure full coverage. They will be contacted if this affects them.



FINANCIAL PERKS

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 £190 for initial home office setup and £110 a month for remote work enablement.



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.



GeoBlue is Employer Paid insurance that protects you and your wallet when you travel internationally on HackerRank business.



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.



WeCare from Canada life is a 24/7 online mental health support service with get fit programme and more. Access thousands of experts from counsellors, to experts who can help you quit smoking.



My Strength by Canada life is mental wellbeing app to get personalised guidance to help overcome life's challenges. From guided meditation to improving sleep, one can learn from hundreds of activities at home, helping make simple everyday changes to improve mental wellbeing.

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.

Paid Holidays

We provide region-specific holidays too which include and are not limited to government holidays, observance holidays, bank holidays as well as restricted holidays.

Paid Holiday Entitlement

In addition to public holidays, your paid holiday entitlement in each complete year of service is 25 days, inclusive of your entitlement under the Working Time Regulations 1998. If your employment commences part way through the year, your holiday entitlement shall be calculated on a pro-rata basis.

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 paid maternity leave is 52 weeks. Paternity leave is 4 weeks. We are very pleased to offer paid leave for this special season of life.

