

HackerRank

India 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



Plan Features	Amount Covered	Members covered	Insurance Provider
Group Health Policy	5,00,000	Employee, Spouse, Upto 2 Children, 2 parents or 2 parents in law	Go Digit
Group Personal Accident Policy	20,00,000	Employee	HDFC ERGO General Insurance
Group Term Policy	50,00,000	Employee	HDFC Life

Things to note about the Group Health Policy

- Super top-up is available to increase the cover by 20 lakh with a super low premium of INR 529
- No capping for the room in ICU
- Zero co-pay
- Claim settlement done virtually within a week's time with WhatsApp chat support

WELL BEING PERKS



Plum offers consultation, support, guidance, therapy, and medication support from specialists, licensed therapists, and psychiatrists.

- Unlimited teleconsultation with 16+ specialist doctors over video including pet consultation, pediatricians, nutritionists, etc
- Weekly wellness sessions on various topics
- All these can be availed by your dependents too



Ginger offers support, guidance, therapy, and medication support from professional coaches, licensed therapists, and psychiatrists.

- Coaches can help you achieve personal goals or just be there when you need someone to talk to - day or night.
- Expert, licensed therapists and psychiatrists are available for video sessions
- Coaches will share self-care guides to help you achieve your goals and support you every step of the way



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.



With dedicated Cleo guides, evidence-based programs, and a personalized app at your fingertips, Cleo supports your ups, your downs, and everything in between as a working parent.



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.

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 INR 22,000 per calendar year for each employee to invest in themselves; online/in-person training, workshops, webinars, certification programs, books, 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 INR 18,500 for initial home office setup and INR 6,300 a month for remote work enablement.

Retiral Perks

PF, VPF & Gratuity are paid as per statutory norms



What makes us Awesome

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 (2022)

- Republic Day
- Maha Shivarathri
- Good Friday
- Khutub-E-Ramzan
- Independence Day
- Ganesh Chaturthi
- Ayudha Pooja
- Vijayadashami
- Naraka Chaturdashi
- Diwali
- Kannada Rajyotsava
- New Year's Eve

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 6 months of paid maternity leave and up to 4 weeks of paid paternity leave. Adoption leave & miscarriage leave are also applicable.

