



Benefits Summary: 2020 - 2021 Plan Year

At Red Canary, we care about helping all Canaries focus on themselves, their families, and our customers. We are pleased to be able to offer the following to all of our full-time team members.

BENEFIT	YOU PAY	RED CANARY PAYS
Medical - Cigna (Open Access Plan)		x
Dental - Cigna (DPPO Advantage Plan)		x
Vision - EyeMed (Insight Network)		x
Health Reimbursement Account (HRA) - iSolved		x
Flexible Spending Account (FSA) - iSolved	x	
Dependent Care Account (DCA) - iSolved	x	
Basic Life Insurance - Mutual of Omaha		x
Supplemental Life Insurance - Mutual of Omaha	x	
Short & Long Term Disability - Mutual of Omaha		x
401k - Guideline	x	

All benefits are effective on your first day of employment, and the 401k is effective 30 days after employment.

Additional Benefits

- Flexible Time Off
- Parental Leave
- Monthly cell phone & fitness stipend
- Discretionary budget for business expenses
- RTD EcoPass (for Denver canaries only)