



Benefits that show we **care** and a culture that makes you **stay**.

Our total compensation package includes benefits & perks that focus on supporting the **whole** team member.

INVEST IN YOUR FINANCIAL FUTURE



- Salary Transparency & [Total Comp Calculator](#)
- [Profit Sharing](#): Phantom Equity & Fixed Shares
- 401K matching (4% match, qualify year 1+)
- Salary Growth: 4-12% annually

CARE FOR YOU AND YOUR LOVED ONES



- 70% of medical premiums covered
- \$3,000-\$4,500 HRA (Seer funded) for medical expenses
- \$1,000 HRA (Seer funded) for additional health expenses
- Coverage for spouses, children, & domestic partners

GROW YOUR CAREER AT SEER AND BEYOND



- \$500 Kaizen budget for professional development
- \$3,000 student loan reimbursement
- ~30% of our team is promoted annually
- Accessibility to Seer Leadership

BALANCE IN WORK AND IN LIFE



- Unlimited PTO (avg 3-4 wks), sick, & volunteer time
- 11 paid holidays & "holiday hours" (12/26-31: 2 hrs/day)
- 12 weeks paid parental leave, optional phased return and unpaid leave extension (up to 20 wks leave total)

CELEBRATE YOU, YOUR TEAM, AND COMMUNITY



- Daily wins, monthly MVPs, & your Seeriversary
- [Rally Day](#): interactive care box & ½ day for team activity
- Donation matching, \$758K Seer funded #Seergivesback
- Gifts thanking your parents on Mothers & Father's Day



Pro Tip: Use [Seer's Total Comp Calculator](#) to understand Seer's total package. Use it as a tool for exploring other opportunities too!