

# Benefits at Kyriba: USA



Kyriba



At Kyriba, we believe in supporting our people with comprehensive benefits that protect your health, financial wellbeing, and work-life balance—so you can bring your best self to work every day.

## Health & Wellbeing

### Medical Coverage

Kyriba offers three Cigna medical plans with nationwide coverage tailored to your location: two PPO options—a High Deductible Health Plan (HDHP) with an HSA and a Copay PPO—plus an HMO available to California employees, all providing comprehensive access to Cigna's broad provider network.

### Dental & Vision

We offer Delta Dental PPO with nationwide flexibility and 100% coverage for preventive care, plus a DHMO option available to employees in New Jersey and California. Vision benefits are provided through VSP nationwide, with low copays and generous frame and contact lens allowances.

### Mental Health & Wellbeing Support

Kyriba provides multiple employer-paid EAPs for employees and eligible dependents—at no additional cost—offering 24/7 confidential support for counseling, stress management, legal assistance, and work-life resources through Cigna, Guardian, ComPsych, Wellthy, and Spring Health.

### Wellness Programs

Our robust Vitality wellness program rewards healthy habits with medical premium credits for employees and their enrolled spouses/partners on Kyriba's Cigna medical plans. Employees not enrolled in a Kyriba medical plan can still earn wellness incentives and cash rewards based on their Vitality participation.

## Financial Security

### 401(k) Retirement Plan

Through Empower, Kyriba provides discretionary employer match and profit-sharing contributions up to 4.5% on all forms of compensation (base pay, commissions, and bonuses). Your contributions vest immediately; employer contributions vest after one year.

## **Health Savings Account (HSA)**

Available with the HDHP medical plan through Optum, featuring Kyriba contributions (\$600 individual; \$1,200 employee + dependent coverage), triple tax advantages, and funds that roll over year after year.

## **Flexible Spending Accounts (FSAs)**

Offered through WEX: save pre-tax on healthcare expenses, dependent care (childcare/eldercare), and a limited-purpose FSA for dental and vision—plus work-related commuter benefits for public transit passes and parking—to help lower everyday costs.

## **Financial Planning Support**

Unlimited, complimentary access to Certified Financial Planner consultations through Origin—for budgeting, retirement planning, and investment guidance—available to employees and their eligible dependents.

## **Fertility, Family Forming, Hormonal Health & Parenting**

Employer-paid benefit through Carrot with unlimited access to expert resources and up to \$5,000 lifetime reimbursement for eligible expenses—covering employees and eligible dependents—for services such as IVF and IUI, egg/sperm freezing, donor and gestational carrier support, adoption and foster care assistance, menopause/andropause care, and parenting education.

## **Protection & Peace of Mind**

### **Life & Disability Insurance**

Employer-paid basic life and AD&D insurance, plus short-term and long-term disability coverage to protect your income — offered through Guardian Life.. Voluntary supplemental life insurance options available for you, your spouse, and children.

### **Supplemental Insurance Options**

We partner with Guardian Life to provide accident insurance, critical illness coverage, and hospital indemnity plans that provide cash benefits when you need them most.

### **Legal & Identity Theft Protection**

Access to LegalShield and ID Theft protection services including 24/7 legal consultations, document review, with restoration services and fraud coverage.

## Pet Insurance

Optional pet insurance through Nationwide as a supplemental, voluntary benefit for employees. Protect your pets with flexible coverage options you can elect to fit your needs.

## Work-Life Support

### Paid Time Off

Kyriba offers Responsible Time Off (RTO)—an unlimited, flexible time-off program—for salaried employees, and a robust PTO program for hourly employees, along with sick leave and company holidays to help you recharge and spend time with loved ones.

### Parental & FMLA Leave (100% Salary Continuation)

Enjoy 100% salary continuation during parental and FMLA leave—paid time to bond with and care for your growing family.

### Professional Development

Opportunities for learning, growth, and career advancement as part of our commitment to Think Big & Constantly Innovate.

## Additional Perks

Employees and their eligible dependents have access—at no cost—to multiple robust discount programs and support resources, including 24/7 telehealth and pet telehealth, health advocacy and diabetes support, pharmacy and hearing care discounts, medical bill advocates, medical plan savings, gym and fitness discounts, family and childcare savings, entertainment and travel deals, groceries and meal delivery discounts, LASIK savings, member discount programs, and access to The Healthcare Spending Card<sup>®</sup> through Lane Health.

## Questions about benefits?

Our Talent Acquisition team is here to help. If you join Kyriba, you will receive detailed information about eligibility, coverage options, and how to enroll during your onboarding.