

CLUTTER BENEFITS SUMMARY (as of January 1, 2023)

Benefit	Description	Part-Time	Full-Time Hourly	Full-Time Salary
Employee Discount	15% Off Clutter Moving 25% Off Clutter Smart Storage	X	X	X
Customer Referral Bonus	\$50 Moving Referral \$100 Smart Storage Referral	X	X	X
401(k) Plan	Traditional (pre-tax) and Roth (post-tax) offerings	X	X	X
	Company Match	X	X	X
Stock Options	Opportunity to obtain partial ownership in Clutter		X	X
Time Off	Paid Sick Time	X	X	X
	10 Days of Paid Time Off (amount increases with tenure)		X	
	Flexible Vacation Program			X
	Paid Maternity & Parental Leave		X	X
Medical	EPO Plan (In-Network Only) POS Plan (In-Network and Out-of-Network) High-Deductible Plan (Company-Funded HSA)		X	X
Dental	PPO (In-Network & Out-of-Network) Plans No Waiting Periods for Major Service		X	X
Vision	Prescription Glasses/Contacts Every 12 Months		X	X
Tax Advantaged Accounts	Pre-tax Savings Accounts for qualified expenses: medical, dependent care, transit & parking		X	X
Employee Assistance Program	24-7 Confidential Access to Counselors: Legal Services, Financial Advice, Mental Wellness, Identity Theft & More	X	X	X
Disability & Life Insurance	Short Term Disability & Life Insurance Provided at No Cost to Employees		X	X
Monthly Stipend	Phone and Internet Reimbursement		Case-by-case	X