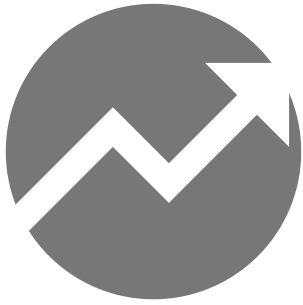


# 2020 TRENDS IN BENEFITS



## POSITIVE TRENDS IN STARTUP BENEFITS

At hatch I.T. we're monitoring trends so that we can ensure our clients offer the best benefits and attract the best engineers. In 2019, we're seeing better medical coverage, more free snacks, and a sharp increase in the number of companies offering perks like pet health insurance, phone plan reimbursement, and tuition reimbursement.

## ACROSS THE BOARD

Nearly everyone we work with offers 100 % coverage of:



## GET OUT OF THE OFFICE

- 70 percent of the companies we work with offer telecommuting and **remote work** options on at least a part time basis.
- Over half of startups also offer **unlimited Paid Time Off**.

## UNIQUE NEW PERKS

Our partners offer some of the industry's best perks, including:

- Pet Insurance
- Adoption Assistance
- Travel Programs
- Snacks
- Catered Lunches
- Fitness Centers
- Volunteer Days
- Legal Assistance
- Financial Advisors
- Commuter Benefits
- Tuition Reimbursement
- Cell Phone Plan Reimbursement

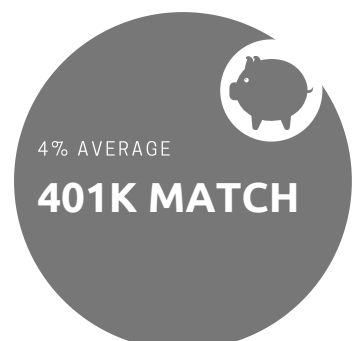
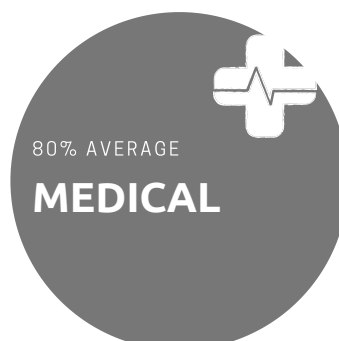


## EMPLOYERS CARE

Many of our partners provide all gender restrooms, wellness rooms, meditation programs, counseling and employee assistance programs, extended parental leave for both caregivers, and more.

## WE'VE GOT YOU COVERED

Employers cover 70-100% of healthcare costs and match 3-5% of 401k contributions. Most employers also offer health savings accounts or flexible savings accounts.



## AT HATCH I.T. WE KNOW WHAT ENGINEERS LOOK FOR IN EMPLOYERS

- transparency
- ability to work remotely but stay connected
- impactful mission
- relevant tech
- competitive salary and benefits
- influence