



Company Policies

Our core company policies are governed
by our values of Generosity, Curiosity,
Ingenuity, and Drive



Health & Wellness

A holistic approach to health and wellbeing



Financial Benefits

Empowerment through valuable tools and resources

Company Policies + Programs

Enigma employees have the support they need to maintain a healthy work/life balance and to grow personally and professionally. Beyond our generous benefits package we are proud to have the following company policies.

Benefits



Hybrid-remote working culture

- *Work from anywhere, but know we'll always have an office in NYC.*



Unlimited PTO



\$100 monthly wellness stipend

- *Use this for any additional health or wellness spending.*



Productivity Tools & Professional Development budget

- *Need a new mouse, an ergonomic chair? Want to attend a conference or read up on a topic in a book?*



New hire and performance based equity



Generous parental leave (12 and 20 weeks)

- *12 weeks leave for all new parents, 20 weeks for pregnancy leave.*



\$5,000 referral bonuses



Visa and Green Card sponsorship program



Yearly company-wide retreats, quarterly Enigma Haus retreats for smaller groups to work/live in cool places, team retreats and gatherings

Health & Wellness + Programs

Enigma offers a holistic approach to health and wellbeing for you and your families. We recognize the importance of physical and mental health and offer benefits across a robust spectrum to meet your needs.

Insurance



Medical insurance through Empire Blue Cross Blue Shield (BCBS)

- 4 plan options.



Medical Insurance through Kaiser Permanente (California employees only)

- 1 plan option.



Dental insurance through Guardian

- 2 plan options.



Vision insurance through VSP

Memberships



One Medical Membership

- Primary care at exceptional quality.



Carrot

- All paths to parenthood (fertility planning and care, adoption, donor-assisted and gestational carriers).



Headspace

- Everyday mindfulness and meditation app.



LiveHealth Online

- 24/7 video visits with a doctor.



Gympass (wellbeing platform)

- 3 live classes per week at participating gyms
- Option to upgrade membership at monthly rates that are 50% off typical rates at participating gyms.
- Free access to five apps.

Included Wellness Apps



Neou: Physical Activity.



Nootric: Nutrition.



Wellness Coach: Emotional Support.



Mobills: Financial Wellbeing.



Fabulous: Healthy Habits.



Spring Health

- Precise mental health care for the right treatment at the right time.
- 3 complimentary sessions, then various rates per appointment.



Empire Exercise Rewards

- Reimbursements for gym memberships, fitness classes, or virtual classes v- up to \$400 per year.



Empire Future Moms

- Programs to help mothers-to-be have healthier pregnancies.



Quit Genius

- Tackle nicotine, alcohol and other addictions.

EAP Employee Assistance Program (EAP)

- 24/7 access to online resources and unlimited phone consultations for stress, grief, counseling, depression and relationship conflicts.



PetPlan

- Discounts on pet insurance.



Care Concierge

- A personal care concierge to help you with all your healthcare needs - no question is too big or too small.

Financial Benefits + Programs

Enigma is dedicated to empowering you with valuable financial tools and resources.

Retirement Planning



401k matching up to 4% per paycheck for eligible employees

Wealth Management



Origin

- Financial wellness platform, including planning and tracking tools, seminars and workshops, library of financial education resources and unlimited 1-on-1 support with a Certified Financial Planner.



First Republic Bank

- Wide range of services including personal loans, mortgages, financial planning, financial advice and private banking.

Pre-Tax Benefits



Commuter benefits through Navia

- Pre-tax account for parking and transit.



Flex Spending Account (FSA) through Navia

- Pre-tax health and dependent (day care) accounts.

Income Protection



Life Insurance through Guardian

- NY Flat to \$50,000.



Long Term Disability

- NY 60.00% to \$12,000 per month.



Short Term Disability

- NY 60.00% to \$1,250 per week.

Other Programs



SmartSpend

- Curated gym, travel and other discounts.



Travel Assist

- Assistance when traveling abroad including travel resources, provider referrals, emergency medical evacuation and more.



SoFi

- Special savings on student loans.