



# Cirque Benefits

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In addition to great working conditions and competitive pay, it is Cirque Corporation's policy to provide a combination of supplemental benefits to all eligible employees.

## Robust Insurance Benefits

Full-time employees may participate in the company's insurance programs. Eligible employees will receive comprehensive health and other insurance coverage for themselves and their families, as well as other benefits.

### Medical, Dental, and Vision

Cirque pays 100% of the premiums for you and a minimum of 85% for your spouse/domestic partner and children.

### Health Savings Account (HSA)

Cirque contributes \$5k for family and \$3k for individual HSA deposited per year. HSA can help pay for eligible medical expenses not covered by an insurance plan.



## Wellness Reimbursement

Cirque LOVES the outdoors. We give employees \$750 each calendar year to go towards wellness activities like biking, skiing, as well as gym memberships. It's Cirque's way of promoting healthy life activities.

## Generous 401k Plan

Save for your future with Cirque's generous 401k match that is 100% vested on day one.

## Paid Time Off (PTO)

Recharge with 120 hrs PTO for your first and second year, 160 hrs of PTO after Two years, and unlimited PTO after five years of service.

## Paid Holidays

Cirque's Holiday time off for all active employees are listed below:

- New Year's Day (January 1)
- Presidents' Day (third Monday in February)
- Memorial Day (last Monday in May)
- Juneteenth (June 19)
- Independence Day (July 4)
- Pioneer Day (July 24)
- Labor Day (first Monday in September)
- Loved Ones Day (day before Thanksgiving, but date may change each year)
- Thanksgiving (fourth Thursday in November)
- Day after Thanksgiving (Friday)
- Christmas Eve (December 24)
- Christmas (December 25)
- Week between Christmas and New Year's Eve
- New Year's Eve (December 31)

## Technology Reimbursement

Cirque is a tech company and we want people to be enthusiastic and excited about technology both in the office and while at home. Cirque gives employees \$250 per year to purchase gadgets and gear to inspire their creativity and enhance their work.

As we offer more work from home options, we want employees to be able to setup their home offices properly and the money from this program can be used for your home office setup.



## Maternal & Paternal Leave

Bringing a newborn into the world can be overwhelming for both parents. Paid maternal and paternal leave gives time to adjust and connect. Eligible employees will be allowed up to 11 consecutive weeks of paid medical leave related to pregnancy.

All employee who wish to take time off due to the birth or adoption of a child will be allotted up to 5 days of paternal leave.



## Tuition Reimbursement

Skills matter, especially if you want to be innovative in your profession. Cirque wants you to learn to expand your capabilities for a better future for both you and Cirque. Cirque offers undergraduate and graduate tuition reimbursements.

## UTA Transit Pass

UTA Transit passes for on-site and hybrid employees gives you access to bus, Trax, and Front Runner services. UTA Passes will not only give you access to UTA transit services, but help Cirque become more green.



These are just some of the many benefits Cirque offers to their employees. While the Company intends to maintain these employee benefits, it reserves the absolute right to modify, amend or terminate these benefits at any time and for any reason.