



FIRST REPUBLIC

Providing You With Extraordinary Service

Our Benefits

We know that the best way to care for our clients is to first take care of our people. Providing a competitive benefits package is just one of the ways we provide extraordinary service to the extraordinary people who work here. These benefits are designed to help you stay healthy, protect your family and invest in your future.



Health and wellness

Aetna

- Health Savings Plan, PPO and HMO/EPO options
- Teladoc: Connect with a physician anytime by web, phone or mobile app
- Aetna Health Concierge and Nurse Care Management
- Health Savings Account (HSA) through HSA Bank
- Heal: On-demand doctor house calls

Kaiser

- Kaiser HMO
- Connect to care anytime, anywhere: video, phone, email, mobile app
- Healthy lifestyle programs

Aetna and Kaiser

- Prenatal support
- Disease case management services

Health Advocate

- Receive help finding providers, get second opinions, resolve billing issues and more

Medicare support through Renew

- You and your spouse are offered one-on-one Medicare guidance with Renew.

Dental

Vision

Wellness stipend

- Receive up to \$50 a month for qualified wellness and fitness-related expenses

Biometric screenings and health coaching

Financial and income protection

- 401(k) Retirement Plan: Earn up to a 4% company match up to \$9,000 a year
- Employee Stock Purchase Plan (ESPP): Purchase company stock at a 15% discount
- Flexible Spending Accounts: Save tax-free dollars to pay for certain health care and day care expenses
- Commuter benefits: Use pre-tax dollars to pay for commuting expenses
- Commuter stipend: Receive \$100 a month for transit costs
- Disability coverage
- Life and accident insurance
- Student Loan Repayment Assistance Program: Provides assistance to pay student loans faster
- Save Up 529 college savings assistance program

Support services

- Errand Running Service: Provides six three-hour errands per year at no cost to you
- Employee assistance program and emotional support services
- Behavioral health telemedicine service
- Voluntary legal services

Other

- Total rewards statements
- Pet insurance
- Corporate gym discounts
- Birthday off
- Colleague Referral Program
- Employee Mortgage Program
- Employee ATM Rebate Checking Account
- Student Loan Refinancing Program
- Tuition Assistance Program
- Discounts on hotels, theme parks, sporting events and more
- Discounted membership on Zip Car

Family

- Paid family care leave
- Morning off for your child's first day of school
- Cleo for healthy pregnancies and families
- Milk Stork: a breast milk delivery service for travelers

