

Benefits Built for You

At Zura, taking care of our people is fundamental to our mission. Our benefits are designed to support your health, your growth, and your life outside of work.

Health and Well-Being



Medical, Dental, and Vision

Comprehensive medical, dental, and vision coverage with employer-paid premiums for eligible employees and dependents.



Healthcare Spending Accounts

Pre-tax healthcare savings through a Health Savings Account (HSA) or Flexible Spending Account (FSA), if eligible.



Life Insurance

Employer-paid life insurance coverage is provided to help protect you and your loved ones.



Disability Coverage

Short-term disability coverage provides income replacement for up to 26 weeks, subject to plan terms and applicable state or federal benefits.



Sick Leave

Eligible employees receive up to 7 days of paid sick leave annually to support rest and recovery.

Time Away and Family Support



Paid Time Off

Approximately 12 paid company holidays and 25 days of paid time off each year, including an end-of-the-year companywide shutdown.



Parental Leave

Employees who welcome a child through birth, adoption, or foster care may be eligible to receive paid parental leave.

Equity and Financial Support



Equity Compensation

Eligible employees receive equity compensation so they can share in the long-term success of Zura.



Bonus Program

Annual performance-based bonus program, subject to eligibility and company performance.



401(k) Retirement Plan

Zura matches 100% of the first 6% contributed to the 401(k). Employer contributions are fully vested.



Benefits are subject to eligibility requirements and plan terms and may change from time to time.