Claroty's US Benefit Highlights

2026



CLAROTY

2015
CLAROTY FOUNDED

750+
EMPLOYEES

20+
COUNTRIES
(employees)

1000+
CUSTOMERS

CENTAUR STATUS
$100M+
ARR

$885M+
FUNDING

OFFICES IN
New York, Tel Aviv, Singapore, Seoul

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CLAROTY

Claroty empowers organizations to protect the mission-critical infrastructure that underpins modern life. The AI-powered Claroty Platform serves as the single source of operational truth, providing the deepest visibility and broadest protection across cyber-physical systems (CPS), leveraging five core solutions: asset inventory, exposure management, network protection, secure access, and threat detection.

Claroty helps organizations operationalize CPS protection through a programmatic approach designed to reduce risk, maintain operational integrity, and meet compliance–whether in the cloud with Claroty xDome or on-premise with Claroty Continuous Threat Detection (CTD).

Claroty is deployed by hundreds of organizations at thousands of sites globally. The company is headquartered in New York City and has a presence in Europe, Asia-Pacific, and Latin America.

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Wellbeing & Time Off

Standard Holidays

We have designated 15 Company-paid holidays for the United States in 2026. Employees may use paid time off to take other religious or personal holidays off, as needed.

ClaroBreaks

The company plans two “ClaroBreak” (company-wide closure) days per calendar year to rest and recharge together.

Flexible Time Off (FTO)

Claroty US Exempt employees are eligible for Flexible Time Off (FTO) each calendar year for vacation and personal needs. This time may not be taken when employees miss work due to illness or injury. There is no cap on the amount of time off each employee may take, however all time off is subject to approval by the employee's manager and the employee's ability to ensure they continue to meet work requirements.

Sick Time for Exempt Employees

Exempt Employees receive 80 hours of Paid Sick Time (PST) per year and may carry over up to 80 hours of unused PST to the next calendar year. PST must be requested and tracked in Claroty's HRIS, HiBob.

Parental Leave

On the birth or adoption of a child, Claroty offers up to twelve (12) weeks of fully paid parental leave to the primary caregiver and four (4) weeks of paid parental leave to the secondary caregiver, to be taken concurrently with any state-sponsored parental leave. Subject to prior approval from HR.

Military Leave

Employees who serve in the United States military may take the necessary time off with up to 4 weeks of top-up pay to fulfill this obligation and will retain all of their legal rights for continued employment per USERRA.

Jury Duty

Claroty will maintain employees' regular pay for a maximum of 3 business days for them to attend required jury duty in extraordinary circumstances. The HR Team may approve a longer paid leave for jury duty purposes.

Bereavement Leave

Claroty provides up to 3 days of paid bereavement leave for the death of an immediate family member. Bereavement leave may be supplemented with FTO and/or other available leave of absence options should an employee request additional time off for bereavement needs.

Voting

Claroty will provide you with reasonable paid time off to vote. Arrange this with your manager.

List of Holidays

- New Year's Day
- Martin Luther King Jr. Day
- President’s Day
- Memorial Day
- Juneteenth
- Independence Day
- Labor Day
- Indigenous Peoples’ / Columbus Day
- Veterans Day
- Thanksgiving
- Black Friday
- Christmas Eve
- Christmas Day

Compensation & Healthcare

Payday

United States Exempt and Nonexempt employees are paid semi-monthly on the 15th and last working day of the month. If the pay date falls on a weekend, employees are paid the Friday before.

Stock Options

Claroty offers employees stock options based on their positions within the Company. Stock options have a 4-year vesting schedule, which includes a 1-year, 25% cliff vesting period, followed by monthly vesting thereafter through the employee's 48th month of employment.

Retirement Savings

Claroty will contribute to employees' retirement savings by **matching up to 4% of the employee's base salary contributed to the Company's 401(k) plan,** with an annual cap of $4,300, made through payroll deduction. The 401(k) plan is managed by ADP and matching contributions are immediately vested.

Health Insurance

Claroty offers medical, dental, and vision insurance to eligible US employees and their eligible dependents through its benefit plan administrator, ADP. Rates vary by location within the US, as well as number and types of dependents enrolled. Employees have 29 days from their date of hire to enroll in health insurance benefits through Anthem or Kaiser in California. Health benefits kick in the 1st of the month following enrollment, and benefit premiums are paid through payroll deduction.

Disability Insurance

Claroty's US benefit-eligible employees receive short- and long-term disability insurance at no cost to them. This insurance offers a benefit of up to 60% salary continuation if the employee is unable to work due to their own serious health condition.

Flexible Spending Accounts (FSA)

Claroty offers both Dependent Care and Medical FSAs to eligible employees. The Dependent Care FSA allows employees to contribute money via payroll deduction on a pre-tax basis to pay for eligible child and dependent care expenses. Medical FSA allows employees to contribute money via payroll deduction to pay for eligible health expenses, including medical, dental, and vision costs not covered by their insurance plans, as well as over-the-counter products needed to care for medical conditions.

Supplemental Life and AD&D Insurance

Claroty provides eligible US employees with $100,000 in company-paid group term life insurance. Employees may purchase additional group life and AD&D insurance via payroll deduction in multiples of their annualized salaries, as well as supplemental life and AD&D insurance for eligible spouses and dependent children.

Employee Assistance Plan (EAP)

Claroty provides a free Employee Assistance Plan to US employees, which offers support in a variety of life needs, including personal finance, mental health support, counseling, assistance with finding dependent care, and much more.

Health Advocate

Claroty provides eligible US employees with access to Health Advocate, a service that assists employees with navigating complicated medical claims, understanding medical bills, and disputing charges by medical providers.

AFLAC Insurance

Eligible Claroty employees may enroll in voluntary benefits under AFLAC, including Accident Insurance, Critical Illness Insurance, and Hospital Indemnity Insurance.

Other Voluntary Benefits

Claroty also offers discounts on Pet Insurance, a Group Legal Plan, Identity Theft Protection, Personal Excess Liability Insurance, and Commuter Benefits, as well as home and auto insurance discounts through Farmers Group Insurance.

Work Enviornment, Perks & Expenses

Remote Employee IT Setup Allowance

Claroty will provide new, fully remote exempt employees with a one-time reimbursement of up to USD $800 for home office setup expenses, including such setup needs as monitors, monitor stands, peripheral devices, headphones, and power surge suppressors. Office-based employees are eligible for USD $250 reimbursement amount.

Mobile Phone Reimbursement

Employees who require mobile device and data access for business reasons will be reimbursed for their own personal mobile device's service plan, up to USD $100 per month. Claroty will not reimburse employees the purchase cost of a mobile phone, peripheral devices, or service plans for additional devices.

Home Internet Reimbursement

Fully remote employees may receive reimbursement for their personal home internet expenses of up to USD $100 per month.

Wellbeing Perks

Being a People First company, Claroty loves to celebrate its employees with Birthday and Work Anniversary gifts, as well as other gifts and activities throughout each year.

Office-Based Activities

Claroty employees working from the US Headquarters may participate in monthly social activities coordinated by the Wellbeing Team, including happy hours, social events, and outings to sporting events.



Why Claroty is a Great Place to Work

Claroty is a people-first company. With strong bonds amongst the team, we believe in prioritizing personal care and support over work, confident that results follow from a harmonious environment.

We celebrate professional and personal successes and are committed to fostering a diverse and inclusive space.

Stability, we demonstrate continued growth over the past few years, raised over $885M from top tier investors, we have top tier board members, and our products are sold worldwide, over 1,300 customers.

We're trying hard to make sure that each one of our **employees creates a significant impact** on our way to protect cyber-physical systems from cyber-attacks.



Explore your best professional self. We care about your development. At Claroty, we prioritize excellence and uphold high professional and ethical standards.

Learn from and together with smart, passionate people

Work with people from different cultures and backgrounds!

We believe in transparency and openness. That's why we regularly hold company all-hands, and town hall meetings.

Our Values

People First

We put each other ahead of work knowing that if we care for each other, the result will follow.

Strive for Excellence

We dedicate ourselves to Claroty, our customers, our partners and each other.

Customer Obsession

We are fanatically obsessed with our customers and their success.

Integrity

We hold ourselves and each other to the highest standards of professionalism, ethics, and integrity.