



2020 Benefits

Health, Dental and Vision Insurance

- EFF pays 100% of premiums for employees and 50% for dependents
- Medical Insurance Providers: Blue Shield or Kaiser
- Dental Insurance Provider: Delta Dental
- Vision Insurance Provider: VSP

Vacation, Sick Leave and Paid Holidays

- 18 vacation days
- 2 floating holidays
- 9 paid sick days
- 14 paid holidays including the week between Christmas and New Year's Day.

Life and Long-Term Disability Insurances

- 1x annual salary in life insurance
- Long-term disability insurance
- Ability to buy voluntary life insurance without evidence of insurability (i.e., health screening)

Flexible Spending Accounts (FSAs)

- **Medical FSA:** Set aside up to \$2,700 pre-tax for healthcare expenses not covered by insurance
- **Dependent Care FSA:** Set aside up to \$5,000 pre-tax for dependent care expenses

403(b) Retirement Savings Program

- For every pre-tax dollar employees contribute to their own retirement accounts, EFF will contribute 10 cents.
- At its discretion, EFF may make a one-time additional contribution to each employee's retirement account in the month of June.

Parking and Commuter Transit Benefits

- EFF provides free parking in our building
- Employees can have money set aside pre-tax for public transportation expenses
- Employees using public transportation can receive \$50 per month in lieu of parking

Student Loan Reimbursement

- EFF provides reimbursement for the full amount of the minimum required monthly payment on student loans used for an employee's own education. This amount is taxable.

Housing Benefits

- For employees who rent their home and earn less than \$90,000 per year EFF will pay the difference between employees' contributions of 19% of their salaries. At \$90,000 per year EFF will pay the difference between employees' contributions of 20% of their salaries. For each 5% increase in pay over \$90,000 the employee contributes an additional 1% of their salary toward rent to a maximum salary of \$120,000 per year and a maximum total monthly rental payment of \$2,500. This amount is taxable.
- For qualified employees who wish to purchase homes, EFF will provide interest-free second mortgage loans up to 15% of a home's purchase price, up to \$150,000.

Discretionary Paid Leave

- Employees are eligible for a discretionary paid leave (similar to a sabbatical) of up to three months after every seven years of full-time employment.

Other Benefits

- EFF pays \$25 per month toward employees' cell phone bills.
- Dog-friendly office.
- Discretionary paid moving expenses.
- Paid professional dues (like bar association memberships).
- Paid work visas for foreign nationals.