



Benefits Summary	
Health, Dental and Vision Insurance	<ul style="list-style-type: none"> • EFF pays 100% of premiums for employees and 100% for dependents • Medical Insurance Providers: Blue Shield or Kaiser • Dental Insurance Provider: Delta Dental Platinum and MetLife Dental Platinum Plus • Vision Insurance Provider: VSP
Vacation, Sick Leave and Paid Holidays	<ul style="list-style-type: none"> • Flexible vacation leave • Flexible sick and wellness leave • Medical and Family leave • Parental leave • 18 paid holidays including the week between Christmas and New Year's Day
Life and Long-Term Disability Insurances	<ul style="list-style-type: none"> • 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)	<ul style="list-style-type: none"> • Medical FSA: Set aside pre-tax dollars for healthcare expenses not covered by insurance • Dependent Care FSA: Set aside pre-tax dollars for dependent care expenses
403(b) Retirement Savings Program	<ul style="list-style-type: none"> • For every pre-tax dollar employees contribute to their own retirement accounts, EFF will contribute 10 cents. • At its discretion, EFF will make a one-time bonus contribution to each employee's retirement account every August.
Parking and Commuter Transit Benefits	<ul style="list-style-type: none"> • 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	<ul style="list-style-type: none"> • EFF provides reimbursement for the full amount of the minimum required monthly payment on student loans used for an employee's own education.
Housing Benefits	<ul style="list-style-type: none"> • 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.
- Housing benefits are available to employees who reside in the Bay Area.

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 \$55 per month toward employees' cell phone and internet bills.
- Pet friendly office.
- Healthy EFF: We pay you for up to 1 hour of healthy activity each day.
- Discretionary paid moving expenses.
- Paid professional dues (like bar association memberships).