



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">• Group 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">• EFF will match all contributions dollar-for-dollar to a maximum match of \$3,000 each calendar year.• 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.• EFF shall provide a monthly transit stipend that equals Employees' contributions toward commuter FSA up to \$110 per month.
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 Bay Area employees who rent their home and earn less than \$149,000 per year, EFF will pay the difference between the Employee's contribution and a maximum monthly rental payment of \$3,000. 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 provides Employees' with a stipend of \$125 per month to assist with expenses associated with working remotely.
- Pet friendly office.
- Discretionary paid moving expenses.
- Paid professional dues (like bar association memberships).