

## 🔗 Insurance

### Comprehensive Medical and Dental Insurance

Starting premium is less than \$25/pay period with \$1,000 deductible

MDLive

### Vision Insurance

### Life Insurance + AD&D Insurance

### Long- & Short-Term Disability

*employer paid!*

## 🗓️ Time Off

### Generous Vacation Accrual Beginning Day 1 with Year-Over-Year Rollover

*plus*

7 personal/sick days per year\*

2 Personal Development days per year

1 paid day off in dedication to Service and Activism

8 holidays (offices closed!) per year

Up to 16 weeks of paid parental leave

12 week paid sabbatical after 10 years of employment

## 🏠 Savings

### 401K with Employer Match up to \$5,000/Year\*

Roth (post-tax) and Traditional (pre-tax) options available

HSA

Medical FSA

Dependent Care FSA

Parking and Transit FSA

## 💰 🏠 📞 Perks

### Connectivity reimbursement

Up to \$150/month

### Credit card annual fees

Up to \$75/year in membership fees

### First Year First Fridays

Connect with fellow Thoughtworkers to share obstacles, triumphs, advice, and more

### Headspace

Free subscription (even if already subscribed)

### HSA Contributions

One time \$500/individual or \$1,000/family sponsored by Thoughtworks

### Medical FSA contributions

\$500/year sponsored by Thoughtworks

### Mentorship program

Pair with an experienced Thoughtworker to guide you through your career goals and interests

### Parenting classes

\$100/year for parenting classes

### Passport

\$165 for passport fees once every 10 years

### Tax prep services

\$100/year in tax prep services when working in two or more states

### Udemy for business

over 6000 free digital learning titles

### Lyra Mental Health Benefit

Employees, dependents, and spouse have up to 12 sessions each covered by Thoughtworks

## 🎁 Extras

**AT&T:** 8% off applicable monthly service charge

**Lyra:** Access and discounts to legal, financial, and dependent care services

**Morgan Stanley:** Free financial advisor assistance and financial wellness assessment

**Pet Insurance:** 5% discount on insurance per pet (15% 2+ pets) through Nationwide

**Tickets at Work:** Exclusive discounts on movie tickets, theme parks, hotels, tours, shows and more!

**Verizon:** Discounts on new devices and new and existing services