

Employee Benefits Overview

Health & Wellness:

Medical:

- 100% fully paid premiums for employee medical insurance (Kaiser)
- 75% coverage of spouse premiums
- 95% coverage of dependent children premiums

Dental & Vision:

100% fully paid premiums for dental (Cigna Dental) and vision (VSP) insurance for employees and all dependants

Life Insurance: Fully paid coverage of \$50,000

Flex Spending Account: Law Foundation contribution of \$225 per year

Employee Assistance Program: Robust plan includes free/discounted mental health therapy and wellness services for employees and their dependents

Long Term Disability Insurance: Access to enroll in a program

Paid Time Off:

Paid Holidays: 19 per year (12 designated, and 7 floating holidays)

Vacation: 3-5 weeks per year, depending on tenure

Sick Leave: 12 days per year

Sabbatical: 15 days fully paid after 5 years of employment

Salary & Compensation:

Bilingual Stipend: An additional monthly stipend for those who are bilingual

Competitive salaries

401(k) Plan: Access to a retirement plan with 2% annual employer contributed match

Additional Benefits:

Professional Development: A \$750 annual budget

Free Parking & Transit: Full reimbursement of transportation expenses

Remote Work:

- Flexibility regarding work schedules and locations to the extent feasible for each position