

# Employee Benefits



At Democracy Works, we know that we can only help America vote with a strong, talented, and diverse team at our side! We believe that supporting our teammates — both in and out of the workplace — best positions us to increase voter access and turnout. **Democracy Works is proud to offer the following benefits to all full-time employees:**

## Comprehensive Healthcare Package

Access to quality healthcare empowers staff to bring their best selves to the workplace. Our comprehensive health care package helps our team live healthier, fuller lives.

- **100% employer-paid medical plans** (EPO and PPO options) for you and your dependents
- **100% employer-paid dental and vision plans** for you and your dependents
- **100% employer-paid life insurance**, and short- and long-term **disability plans** for employees

## Pre-Tax Benefits

Our pre-tax benefits reduce overall taxable income, which means that our team pays less for coverage than they would buying into a private plan.

- **403(b) retirement plan with pre-tax and Roth options** with a \$500 employer contribution for eligible employees
- **Optional flexible spending accounts (FSAs)** which offers income tax savings on out-of-pocket health, dental, and dependent care expenses
- **Commuter benefits program** for all employees in areas with a mass transit system

## Equipment & Workspaces

We provide all employees with the hardware, supplies, and financial support they need to produce high-quality work.

- **A Macbook and office equipment stipend** for all new employees
- **Contributions towards internet, office supplies, and coworking spaces** outside NYC
- **Remote work environment** with teammates distributed across the country
- **Dedicated office space** in DUMBO, Brooklyn available for optional staff use

## Time Off & Leaves

Our team works hard to help America vote everyday. By providing a generous amount of time off, we ensure that our team has ample space for rest, relaxation, and family.

- **25 paid time off (PTO) days** for both vacation and sick leave
- **12 paid floating holidays** which are provided in lieu of observing specific bank or federal holidays
- **12 weeks paid parental leave** which can be used at one time or to develop a part-time schedule for your family
- **Time off for jury duty and voting leave** are available without allocating time from your PTO or floating holiday balance
- **School activities leave** is available to employees up to 24 hours a year and can be used to attend or participate in your child's school-related events

## Wellness & Growth

Employees who utilize our wellness and growth benefits stand to deepen their professional skill set and lead healthier lives.

- **Employee assistance program** that provides confidential counseling for you and anyone in your household
- **Supplemental benefits** including pet and legal insurance
- **Annual subscriptions to Calm or Headspace** to support employee mental health
- **Professional Development stipend** of up to \$1,000 a year to support organizational and individual growth

**Questions?** If you have any questions or if you need an accommodation for a medical condition during the hiring process, please contact [hr@democracy.works](mailto:hr@democracy.works)

**Please note:** Democracy Works benefits are subject to change pending business needs.