



## Benefits that fit your life

### Medical, Dental, and Vision

Stanford offers several medical plans to provide coverage for preventive care routine, and serious health conditions, prescription drugs, as well as mental health services. Benefits include two Delta Dental options, vision care, health savings with an employer contribution and flexible spending accounts (health care and dependent care). All medical, dental and vision coverage is effective on the first day of employment.

### Time Away

**Vacation:** 15 paid days earned in first year, increasing to 20 days/year in years 2-9 and up to 25 days/year after 10 years of service

**Winter close:** Two weeks at end of fall quarter for relaxation

**Holidays:** 11 paid days each calendar year

**Personal time off:** 24 hours per calendar year for personal use

**Sicktime:** Sick time accrues without limits and is approximately eight hours per month (12 days/year) for staff in exempt and non-exempt positions.

**Leave time:** Several types of leaves with wage replacement are available for your care or a family member, including baby bonding for new moms and dads.

### Wellness

To assist and support your ongoing health and welfare, you'll have access to athletic and recreational facilities and low-cost fitness classes. You will have access to health education classes, and you can earn up to \$560 per year in financial incentives for participating in our wide range of wellness activities.

### Professional Development and Education

**Staff Tuition Reimbursement Program:** Up to \$5,250/year toward a degree at any accredited college or university (after one year of service)

**Tuition Grant Program:** Up to half of Stanford's current student tuition toward an undergraduate degree for your eligible dependent at any accredited college or university (after five years of service)

**Staff Training Assistance Program:** \$800/year for skills training and professional development

**Training classes** that are onsite and virtual, with no-cost access to professional online skills development

### Worklife and Transportation

You'll be able to access programs and services including back up dependent care for children and elders, generous adoption grants, childcare subsidy grants and confidential counseling.

Our transportation program includes free CalTrain and VTA passes, commute planning, financial incentives, and ride-sharing incentives; free shuttle from CalTrain and free parking at SLAC.

### Retirement Savings

Start saving for retirement with your first paycheck with before- or after-tax contributions. After one year, Stanford will automatically contribute to your 403b based on your annual pay. With additional years of qualifying service, Stanford's basic contribution increases, and Stanford will match your contribution up to an additional 5% of your earnings. You could be receiving a university contribution that is worth 10% of your earnings each year, and you are immediately vested.



<https://cardinalatwork.stanford.edu/benefits-rewards>

We offer many great benefits! This is a partial summary of benefits offerings based on full-time employment and does not represent an employment contract. Talk to your recruiter or hiring manager to learn more or visit our website for full details on our benefits offerings. Employees represented by SEIU should consult their respective collective bargaining agreements.