

TED

Employee Benefits



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Medical plans

TED covers all employee coverage for all plans — medical, dental, and vision. While there is no additional cost to add a dependent to TED's dental or vision plans, there are additional costs if you'd like to add a dependent to TED's medical plan.

- **Medical plan is UHC Oxford PPO**
- **Dental is Guardian Dental PPO**
- **Vision VSP Vision (through Guardian)**

Benefits are effective on the 1st day of the month following your hire date (Ex: Hire date 8/20, insurance effective 9/1).

Pay Schedule

We process payroll on a semi-monthly schedule, paying you on the 15th and last day of the month.

Vacation

You are eligible for up to 5 days for vacation to use at your discretion, with manager approval. Vacation time increases up to 10 days per year once you have been with TED for 3 years.

New Parent Leave Bonding Time Policy (up to 12 weeks)

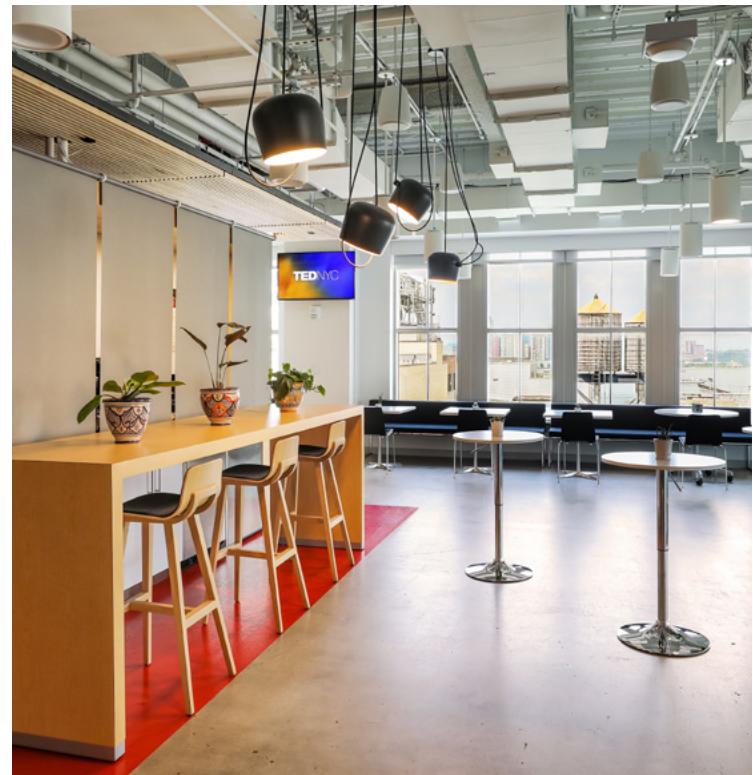
TED offers up to twelve weeks of time off to bond with a baby, which includes adoption and foster care. The first 8 weeks are paid at 100% pay; the last 4 weeks are paid at 67% pay.

Paid Short Term Disability (up to 8 weeks)

For employees and new parents who take time off under short-term disability, TED offers up to 8 weeks of time off at 100% pay.

Paid Family Leave Policy

TED offers an additional 20 days of extended safe and sick time with 100% pay to employees who qualify for FMLA to care for a family member after exhausting 10 days of safe and sick leave.



Office Perks

When we're back in the office we have free bagel breakfast every Monday, Wednesday and Friday, and a vending machine with great snacks. Huge open concept office with our own TED theater!

Safe and Sick Time

You are eligible for 10 days for safe and sick leave each calendar year.

Flexible Time (up to 4 weeks)

Upon return to work, TED offers an optional flexible schedule for new parents of up to 4 weeks to parents based on a prorated pay schedule depending on hours worked.

Life Insurance

TED offers life insurance through Guardian at twice your salary to a maximum of \$500k.

SpringHealth

TED now provides Spring Health as a free mental health benefit for all employees and dependents. Every year you are eligible for up to 4 Free Therapy and 2 Free Psychiatry visit or 6 free therapy sessions, all virtual.

Commuter Benefits

You will be eligible to enroll in a pre-tax commuter benefit through HealthEquity.

Gym Reimbursement

Oxford will reimburse up to \$200 in a six month period if you verify you went to the gym 50 times in that six month window.

401k Plan

We offer a 401k plan through Fidelity. You are auto enrolled at 3 months of employment at 5% in order to get the full employer match. We match 100% of the first 3% and 50% of the next 2% of your salary.

EAP (Employee Assistance Program)

Free hotline through Guardian for counseling – emotional, legal, and financial. For emotional, you receive 3 face-to-face therapy sessions for free and unlimited phone sessions.

One Medical

Free membership with One Medical, a “white-glove concierge health provider” that allows you to make same day appointment that start on time. Once you have been seen in person one time, you are able to use their “Video Chat” with a doctor at any time and at no cost to you. They do on-site bloodwork and vaccinations and have select specialists in office.

Professional Development Stipend

All employees are eligible for a \$1,000 yearly stipend which is not prorated to use towards your own professional development. This includes books, courses, webinars, conferences, etc as long as it is relevant to your role at TED and your supervisor approves.

FitBit Partner

TED will subsidize up to \$53 dollars for you to purchase a FitBit.

Holidays

TED observes two internal TED holidays where the org takes a break!

- Two weeks in summer
- One week in the winter between Christmas and New Year

TED also observes the following national holidays:

US Holidays

- New Year's Day
- Martin Luther King Jr. Day
- President's Day
- Memorial Day
- Juneteenth
- Independence Day
- Labor Day
- Thanksgiving Day
- Day After Thanksgiving
- Christmas Day

Canada Holidays

- New Year's Day
- Family Day
- Good Friday
- Victoria Day
- Canada Day
- BC Day
- Labor Day
- National Day for Truth and Reconciliation
- Thanksgiving Day
- Remembrance Day
- Christmas Day