GFI (U.S. Team) Benefits Summary

Work life benefits

Mission-driven culture: As a nonprofit organization, GFI is closely tied to its mission. Our work to transform the global food system shapes not only what we do, but how we work together. We foster a progressive, innovative work environment where employees are empowered to take ownership, grow their careers, and contribute meaningfully to a shared purpose. Our mission shows up in day-to-day work, team meetings, long-term strategic planning, performance reviews, and staff meetings and retreats.

Remote work: Most of GFI's team works remotely in the U.S. (with the exception of our D.C. Policy and Government Relations office). We offer flexible work schedules and encourage work-life balance. We support remote work by providing funding for co-working (through a Lifestyle Spending Account) and local get-togethers, a home office setup stipend, and remote team connection events including team breaks, games, meditation, and more. We aim to make remote work feel sustainable and connected, not isolating. This flexibility reflects our trust-based culture and commitment to supporting employees as whole people, not just professionals.

Mindfulness: Mindfulness meditation has been proven to increase productivity and reduce stress. We actively support employee well-being through practices like bi-weekly Meditation Morning sessions, recognizing that sustainable impact depends on individual wellness.

GFI offers comprehensive benefits and paid time off for all regular employees. We developed these policies and chose coverage plans based on feedback from our team, and we review them regularly. As a nonprofit organization, we aim to offer benefits that reflect our values, including supporting employee well-being, equity, and long-term sustainability.

Below is a brief summary. See our full Compensation and Benefits Policy here. As with all GFI's policies, the policy and this summary are subject to change and do not create an offer of employment or employment contract.

Medical insurance: Cigna

Base Plan:

- For employees working at least 30 hours per workweek, GFI covers 100% of the premium for employee-only plans. In other words, you don't pay anything to enroll yourself! If you want to enroll your dependents, GFI covers 68 - 77% of the premium for plans that include dependents.
- For employees working 20 - 29 hours per workweek, GFI covers 50% of the premium for employee-only plans and 26.5% of the premium for plans that include dependents.

Buy-Up Plan:

- For employees working at least 30 hours per workweek, GFI covers 80% of the premium for employee-only plans and 55 - 62% of the premium for plans that include dependents.
- For employees working 20 - 29 hours per workweek, GFI covers 50% of the premium for employee-only plans and 26.5% of the premium for plans that include dependents.

High Deductible Health Plan (HSA):

- For employees working at least 30 hours per workweek, GFI covers 100% of the premium for employee-only plans and 78 - 85% of the premium for plans that include dependents.
- For employees working 20 - 29 hours per workweek, GFI will match the same dollar amount it contributes for 20 - 29 hour employees covered under the Base Plan.
- GFI's contribution to the HDHP coverage plan includes a contribution to the employee's HSA account as specified below.

Dental and vision insurance: Guardian

Dental and vision insurance coverage can be selected separately or together. GFI covers 50% of the premium for employees working at least 30 hours per workweek and their dependents and 25% of the premium for employees working 20 - 29 hours per workweek and dependents.

Employee Assistance Program (EAP)

See a summary here. Employees enrolled with Cigna Healthcare coverage also have access to Cigna's EAP.

Life and disability insurance: Guardian

GFI provides basic life and accidental death and dismemberment to all employees and short-term disability and long-term disability coverage for employees who work 20 or more hours per workweek at no cost.

Voluntary life insurance: Guardian

GFI offers voluntary life and accidental death and dismemberment coverage for employees and dependents. These costs are covered by employees.

Flexible Spending Accounts: Ameriflex

GFI offers a medical flexible spending account (FSA) and a dependent care flexible spending account (DCA). Employees can contribute pre-tax dollars into these accounts to use for applicable medical or dependent care expenses.

Health Savings Account: Ameriflex

Employees enrolled in the high deductible health plan are eligible to contribute pre-tax contributions into an HSA account. GFI also contributes up to $1,500 per year, distributed each pay period to employees' accounts.

Lifestyle Spending Account: JOON

All employees working at least 20 hours per workweek receive monthly reimbursements for eligible emotional, physical, and financial wellness benefits.

Retirement Plan: ADP Retirement Services

Employees can enroll in GFI's retirement plan after three months of employment. GFI offers both pre-tax 401(k) and post-tax Roth options and matches 100% of the first 3% and 50% of the next 2% of salary that employees contribute to their 401(k) each pay period.

Vacation time

Full-time employees accrue 13.34 hours on the first of each month for a total of 20 days a year. Vacation can be used after it is earned with supervisor approval. Accrual rates increase after 2 and 5 years of service. Part-time employees accrue a prorated amount dependent upon the number of hours worked per week.

Sick time

All full-time employees receive 80 hours per year on January 1 and can roll over up to 160 hours into the next calendar year. Part-time employees accrue and roll over a prorated amount dependent upon the number of hours worked per week. Hours are prorated in the first year of employment. Sick time can be used in the case of personal illness, to care for immediate family members (as defined in the policy) and companion animals who are ill, for medical appointments, and to take a mental health day.

Paid holidays

New Year's Day, Martin Luther King Jr. Day, President's Day, Memorial Day, Juneteenth, Independence Day, Labor Day, Indigenous People's Day, Thanksgiving Day, Day after Thanksgiving

As a mission-driven nonprofit organization, we prioritize benefits that support both personal wellbeing and meaningful, values-aligned work.

Additional benefits

- Up to $300 to set up your home office space
- Monthly internet & cell phone allowance
- Co-working space support options
- Medical benefits while abroad coverage
- GFI provided laptop and external monitor
- Professional development
- LifeMart Employee Discount Program
- Office supplies as needed

Other paid time off

Floating holidays: Existing GFI employees receive the equivalent of three floating holidays based on their work schedule at the beginning of each calendar year to use for religious or other holidays and observances that are not recognized on GFI's holiday calendar or to extend time off for religious or other holiday or observance recognized on GFI's holiday calendar.

Birthday time off: Existing GFI employees working at least 20 hours per workweek receive the equivalent of one day off during their birthday month.

Personal time: Existing GFI employees working at least 20 hours per workweek receive the equivalent of 5 personal days at the beginning of each calendar year. Personal days are prorated in the first year of employment.

PAWS days: (Pause, Align, Wellness, Sustain): Every year, three U.S. team-wide "PAWS" days (one each cycle) will be scheduled for collective rest and recharge, reflecting our commitment to sustainable, long-term impact. The goal is to take this space for wellness and sustain our energy and impact together. They are intended as additional rest/recharge days outside of individual paid time off accruals.

Five/Ten-year sabbatical grant: In recognition of achieving years of service milestones with GFI, all employees working at least 20 hours per workweek will receive the equivalent of 10 sabbatical days based on their work schedule on their fifth-year anniversary date. All employees working at least 20 hours per workweek will receive the equivalent of 20 sabbatical days based on their work schedule on their tenth year anniversary date and every five years thereafter. The grant must be used within one year of the grant date.

Time off to volunteer: All employees working at least 20 hours per workweek receive the equivalent of one day off per year to volunteer with 501(c)(3) nonprofit organizations (or the foreign equivalent) and local schools, reflecting our commitment to social impact beyond our core mission.

Bereavement leave: GFI will grant employees working at least 20 hours per workweek up to the equivalent of 6 paid days of bereavement leave upon the loss of a loved one, including a companion animal.

Jury and witness duty: GFI will pay employees working at least 20 hours per workweek for time off for jury or witness duty for up to the equivalent of 10 days.

GFI paid Family and Medical Leave (GFI PFML): To help employees with at least 90 days of tenure balance their work and family priorities, GFI provides twelve workweeks of job-protected paid family & medical leave (GFI PFML) in a 12-month rolling period for specified family and medical reasons with continuation of group health insurance coverage. Please visit the Paid Family and Medical Leave Policy here for additional details.

Other time off

Personal leave of absence: GFI provides additional unpaid time off of up to 90 days per calendar year after exhausting paid vacation time, subject to approval from their supervisor and People Operations.

Flexible schedules: GFI offers flexible work schedules to employees who need to take time off or return to work with adjusted hours after taking leave, subject to supervisor approval.

This link leads to the machine readable files that are made available in response to the federal Transparency in Coverage Rule and includes negotiated service rates and out-of-network allowed amounts between health plans and healthcare providers.

About GFI

The Good Food Institute is a 501(c)(3) nonprofit organization working internationally to unlock the knowledge and resources needed to transform how meat is made - satisfying food demand in ways that accelerate climate progress, protect animals and ecosystems, and strengthen public health. GFI advances open-access research, mobilizes resources and talent, and empowers partners across the food system to create a sustainable, secure, and just protein supply. GFI is funded entirely by private philanthropic support. Our mission shapes both our work and how we approach building and supporting our team.