



USA

We take pride in offering competitive benefits and perks to our employees. Below is an overview of working conditions available at Epoch AI.

1. Fully remote environment, including flexible work hours and schedule
2. Competitive global benefits program, including:
 - a. High-quality, medical / dental / vision coverage for you and your family with premiums fully covered by Rethink Priorities
 - b. 401k Retirement Program + 3% of flat salary employer contribution
 - c. Long-Term Disability Insurance (60% up to \$5,000/month) fully paid by Rethink Priorities
 - d. Life Insurance (2x salary) fully paid by Rethink Priorities
 - e. Accidental Death and Dismemberment Insurance (2x salary) fully paid by Rethink Priorities
 - f. Flexible Spending Account
 - g. *Supplemental:* Gynecology and Fertility Services paid by employees at a discounted rate
 - h. *Supplemental:* Additional Life Insurance paid by employees
 - i. *Supplemental:* Additional Medical Plan premiums partially covered by Rethink Priorities
3. Generous paid time off (PTO) leave, including:
 - a. Unlimited vacation with a minimum of 30 days off per year (including public local holiday and vacation time).
 - b. Unlimited (within reason) personal and sick leave.
 - c. Parental leave - up to 6 months of parental leave (within the contract period) during the first 2 years after a child's birth or adoption.
4. Technology stipend of the equivalent of \$2000 USD every 3 years that can be used to cover costs of purchasing work and office equipment.
5. A flexible Professional Development Budget equivalent to \$4000 USD annually to spend on productivity improvements or learning/development opportunities.
6. Paid work trips, including all staff retreats and relevant conferences.
7. Access to our very well-equipped offices in Berkeley, California, including paid meals, snacks, gym, and more.



- a. All staff, even if not based in the Bay Area, have access to the office for up to 20 days each year.
 - b. Permanent access for staff based in the Bay Area or visiting it for long periods may be granted at the discretion of leadership.
8. Other benefits as allowed at the discretion of Epoch's leadership.