

Crowdsourcing! How this works, I look at the edits every week and update the main table! Thanks :) Unfortunately, google makes you download the app to edit. You can use a desktop or download the app sorry!									
	Google	Amazon	Apple	Amazon AWS (Atlanta)	Dropbox	Google (NYC)	Clisco Meraki (San Francisco)	Facebook (Seattle)	
Compensation	- You will get raises, cash bonuses and stock refreshers yearly to try to keep you happy. You get larger raises if you get promoted. - \$4,200 referral bonus - ESPP: Yes	- Initial offer is as per with refreshers given to most engineers, only lowest performing get none.	\$100 take up to 15% of your total annual compensation, up to \$7,750. All your compensation is in cash. 40% is 3% of salary up to \$275k. Defers 5% of salary to buy options	Base salary capped at 15% Amazon (Pay Area) (Vibe/SP)	- No get a huge initial stock grant. You also get annual cash bonuses and large stock refreshers yearly. - No 40% matching. - ESPP: Yes - \$3,000 referral bonus	ESPP: 15% discount. Defers up to 10% of salary Base salary capped at 15% Up to \$4/year 4000\$ referral bonus	Base salary is not capped (over 170k after few years). Can get referrals. Cisco RSU twice a year depending on performance. They are not large but can give you stock to paid twice a year. Target percentage (Free lunch and dinner 5 days a week. Dinner starts @ 3:30pm) OutHub 25\$ credit every day (even weekends) Caver 21\$ Tuesday/Thursday breakfast Friday	Base salary is not capped (over 170k after few years). Can get referrals. Cisco RSU twice a year depending on performance. They are not large but can give you stock to paid twice a year. Target percentage (Free lunch and dinner 5 days a week. Dinner starts @ 3:30pm) OutHub 25\$ credit every day (even weekends) Caver 21\$ Tuesday/Thursday breakfast Friday	
Work/Life	- Free Breakfast, Lunch and Dinner (starts @ 8:30pm) - Fully stocked mini kitchens (chips, cookies, fruit etc.) - Scaled back french press coffee machines, soda, juice, milk, bottled drinks etc.	Free Breakfast, Lunch and Dinner (start at 7) Fully stocked mini kitchens (chips, cookies, fruit etc.)	Free breakfast, lunch and dinner Free dinner after 8 PM Free breakfast (oatmeal and toast/panini) Fully stocked mini kitchens (chips, cookies, fruit etc.) Variety of bottled drinks, Coffee, Soda, Tea, Milk, Juice etc.	Free Breakfast, Lunch and Dinner (starts 7) Fully stocked kitchens (chips, cookies, fruit etc.) Variety of bottled drinks, Coffee, Soda, Tea, Milk, Juice etc.	- Free Breakfast, Lunch and Dinner (starts 7am). No Dinner at Palo Alto office. - Fully stocked kitchens (chips, cookies, fruit etc.) - Variety of bottled drinks, Coffee, Soda, Tea, Milk, Juice etc.	Subsidized meals (great lunches for ~\$0) 25 cent vending machines (may vary by location) Free Breakfast, Lunch and Dinner (starts 7am) available at SF, Austin, Dublin. Reimburse up to \$420/week for other office location Fully stocked kitchens (chips, cookies, fruit etc.) Coffee bar (juice, soda)	Unlimited PTO	Unlimited PTO	Unlimited PTO - 0-1 years: 10 days/yr 1-5 years: 15 days/yr 6+ years: 25 days/yr
Health/Family	3x base salary, up to \$1M. The current info of 2X salary is wrong!	3x base salary, up to \$1M. The current info of 2X salary is wrong!	1 year paid maternity and paternity leave for new parents On-site health care	1 year paid maternity and paternity leave for new parents On-site health care	-\$68/month on fitness gear, gym memberships etc. - 18 weeks for paid parental leave since 2019 - \$500 benefits Uber Eats	-\$1200/year, accrue \$100/month for health/fitness Froggy available Adoption assistance	1 year paid maternity and paternity leave 12 weeks paternity/maternity leave childcare benefits: 10 days backup care for each		
Transportation	shuttle service: yes	carpool on scapp is free. Vangood vehicles are provided for free to employees who meet certain criteria	Pay for transportation and parking with preset dollars Monthly subsidy if you bike to/from work	Shuttle Service: Yes Uber/Lift covered by company (employee pay tax) Free Uber to and from work, Zipcars to take home overnight.	- Free Uber rides from nearby public transportation to offices. - Tax deduct 265\$/month for parking, ride-sharing etc.	Shuttle Service: Yes Tax deduct 265\$/month for parking, ride-sharing etc. Shuttle Service: Yes \$100/month for ride-sharing	Subsidized parking, shuttles as SF from Banc/Caltrain to office. Minor (tax free transport) 100\$ Lyft credit stop nearby sites Showers, gym, coffee bar, games room, music room, nursing moms rooms, Meditation/prayer room.		
Office					Apple has on-site health care, which includes doctors, dentists, acupuncture, eye, massage, chiropractic, etc.	Showers, gym, coffee bar, yoga, meditation, bootcamp available			
Other	cell phone allowance: 75\$/month tuition benefit: \$10000/year internet allowance: \$75/month		up to \$9000/year for tuition Access to pretty much all museums in NYC. Access to 88 tennis (value: \$25k/year)		cell phone allowance: \$50/month	\$50/mo. Select group/imes have phone and part fully paid \$100/month cell phone allowance \$1000/year tuition available	Charity donation: up to \$10,000 each through Brightwheel Tuition benefit: ~\$10,000/year		
sample benefits:	Compensation Vacation/Time Off PTO/Sick Days Meals/Food								

Clarity is always among top 3 goals
Highly diverse environment

