



## Benefits at a Glance

### The quick benefits, perks, and policies guide to being a Googler in the U.S.

We want Googlers and their families to live happier and healthier lives, both in and out of work. And we're not just talking about today—we take a long-term approach to help you be your best.

Our benefits are based on data and centered around the user. Your benefits are thoughtfully designed to give you control over your health and well-being and generous enough to make it easy for you to take good care of yourself (now and in the future).

While our philosophy is consistent everywhere, we consider local norms, regulations, and your full rewards package when designing regional benefits. We regularly review what we offer to make sure Googlers' needs are met, and where we can, we try new things and challenge the status quo.

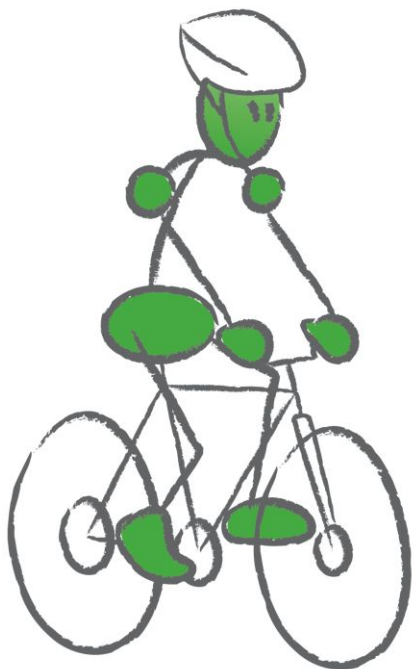
Read on for a quick guide to all Google benefits.



# Health and wellness

Googlers are our greatest asset. We are committed to benefits and programs that make it as easy as possible to keep them happy and healthy.

Medical, dental, and vision coverage begin on Day 1 at Google.



## Medical Insurance

Comprehensive coverage with low premiums for Googlers and families. Choose from gHIP (our high deductible health plan with a Health Savings Account), a PPO (for in- and out-of-network coverage), EPO (in-network coverage only), or an HMO (CA only). We also offer onsite concierges to help you navigate the healthcare system. (See page 9 for cost details).

## Dental Insurance

A PPO that includes 100% coverage for preventive and diagnostic services like semi-annual exams, x-rays, and cleanings, 60% coverage for major benefits like extractions and root canals (argh!).

## Vision Insurance

Exams, contacts, lenses and frames are generously covered with low copays.

## Flexible Spending Accounts

Setting aside pre-tax dollars to pay for medical or dependent care.

## Health Savings Account

Googlers on the consumer-driven health plan (called gHIP) are eligible to receive contributions from Google to their HSA and contribute tax free dollars themselves.

## Ways to Find Care

Try our tools to find and compare doctors and prices, video chat with a doctor 24/7, in-home doctor visits (CA only), and get a free second opinion from expert physicians.

## Free Google Food

Wholesome lunch is provided on-site daily in the large majority of offices (with breakfast and dinner in some locations). Free snacks and beverages are in the micro-kitchens 24/7.

## Wellness Centers

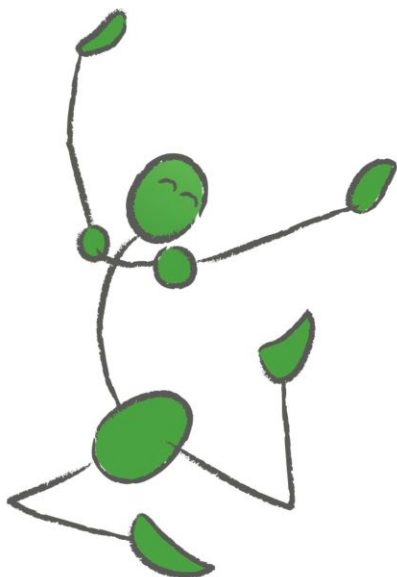
On-site physicians and/or nurses in Mountain View, New York, Los Angeles, Kirkland, Seattle, and San Francisco to help with your health needs.

## Fitness Centers

On-site facilities in Northern California, Los Angeles, Kirkland, Seattle, Cambridge, and New York complete with group exercise classes, personal training, recreational sports and more. Many locations offer various on-site fitness or sports programs.

# Health and wellness, continued

Google isn't just a company—we're a community, and we take care of one another. Our health & wellness programs include services and offerings that provide you and yours with peace of mind and support in difficult times.



## On-site Massage

Subsidized on-site chair and/or table massage as a thank you for your hard work and to help you rejuvenate.

## Life Insurance

Basic coverage at 3 times your annual base salary including commissions, to a maximum of \$2,500,000. Also, our Survivor Income Benefit provides spouses/partners with 50% of your income up to 10 years (maximum \$12,500 per month) and children up to \$1,000 per month. Supplemental coverage for you and your family is available for purchase.

## Short- & Long-term Disability

Short-term Disability provides benefits up to 180 calendar days. Disability beyond this limit may be eligible for Long-term Disability coverage, paid up to 60% of your monthly earnings (maximum \$15,000 per month).

## Accident Insurance

Coverage for personal accidents with a lump sum of up to 3 times your annual salary, to a maximum of \$2,500,000.

## Counseling Services

Free 24/7 access to info and confidential counseling services for Googlers and their family. Counselors are also available onsite in Mountain View, San Francisco, New York, Los Angeles, Chicago, Kirkland, and Seattle.

## Travel Insurance

Google's global business travel assistance program is designed to keep Googlers safe when away from home on business or vacation. In addition, Googlers and their accompanying families are covered for international personal travel, 365 days a year (beach trip anyone?).

## Group Legal Insurance

Googlers can opt into a prepaid legal insurance program, useful for common matters like preparation of wills, trusts, and documents.

## Other Insurance

Googlers have access to voluntary insurance plans covering things like auto and home insurance.

# Financial security

From a retirement plan to help maximizing their dollars, Googlers have lots of support for becoming fiscally fit, no matter what stage of life they are at.



## Google 401(k)

Save for retirement, and Google will match up to the greater of (a) 100% of your contributions up to \$3,000 or (b) 50% of your contributions up to the maximum of \$9,500 per calendar year. Every dollar of the match is fully vested.

## Deferred Compensation Plan (DCP)

Googlers can defer part of their bonus compensation on a pre-tax basis so it has the potential to grow tax-deferred.

## Vanguard Concierge

We have an onsite Vanguard Concierge to help you navigate the Google 401(k) plan and DCP. The Vanguard Concierge teaches retirement courses, and is also available 1:1 to answer your questions.

## 529 College Savings Plan

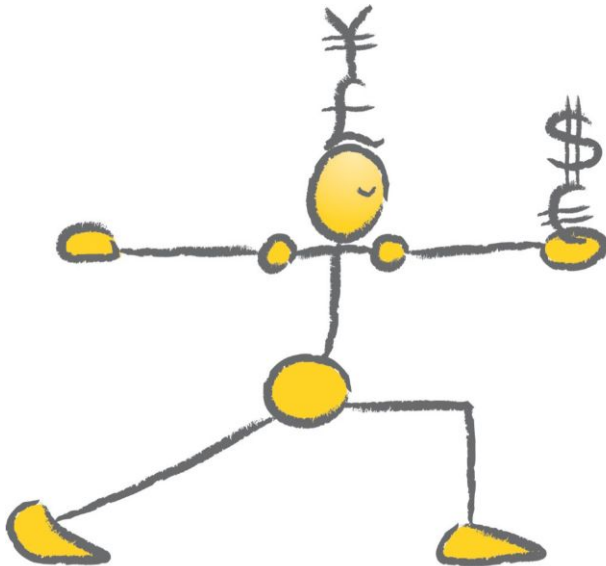
A post-tax savings plan that provides an easy way to save for post-secondary education for you or others. Assets grow and can be withdrawn tax-free.

## Are You Fiscally Fit? (RUff)

RUff provides free financial classes, articles, and videos to help you keep financially healthy.

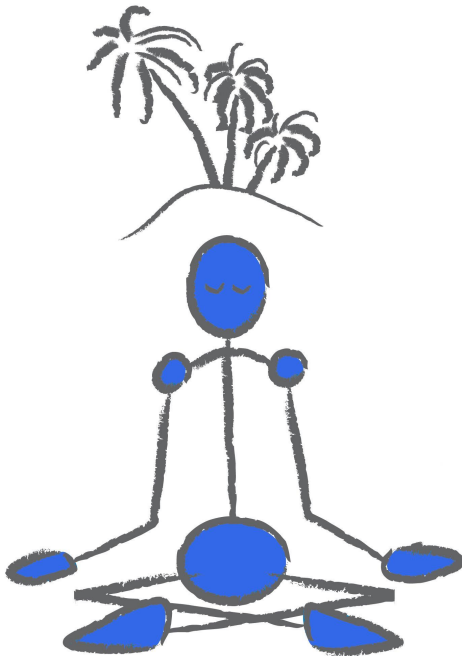
## Financial Perks and Discounts

We offer a variety of ways to help you save, including discounted loans and banking fees, along with investment and personal finance help.



# Time away

We all need time to relax and rejuvenate on leave each year. We also recognize that vacation days are not the only time Googlers may need to take time away from the office, and we have a range of supportive leave options.



## Holidays and Vacation

In addition to 12 holidays in 2019, Googlers receive vacation days based on their tenure. You start with 0 days and earn time as you go. You get 15 days in your first year, 20 days/year in Year 4/5, and 25 days/year beyond that. Plus, you can borrow up to 40 hours if needed.

## Sick Time

Sick time is discretionary and taken on the honor system as you need it to recuperate.

## Starting a family

We offer maternity, paternity and adoption leave and childcare leave options. See the 'supporting families' section for more details.

## Volunteer

Giving back to the community is a core part of Google's culture and values. Googlers can use 20 hours/year of work time to volunteer and use their skills and experience to help nonprofits year-round.

## Bereavement Leave

In the sad event of a family member passing away, Googlers can take paid bereavement leave.

## Jury Duty

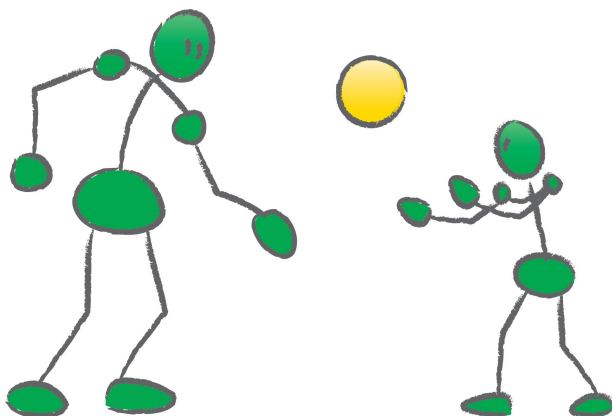
Summoned to your civic duty? You receive your regular pay while serving on jury duty.

## Military Leave

Google grants Military Leave to eligible employees in the uniformed services as designated by the President in time of war or emergency.

# Supporting families

Google supports families of all sorts and sizes. Parents have support through enhanced leave options, and new Googler moms and dads receive money to help feed their newly-expanded family in those first few weeks following the arrival of their baby (or Googlet, as we call them!).



## Childcare

Parents looking for full-time childcare have a free premium membership to Care.com to search for caregivers and access to internal resources such as nanny-share matching with other Googlers. Parents in all locations have 10 subsidized days of either in-home or in-center backup childcare.

## Maternity Leave

New Google birth moms receive 18 weeks of paid leave at approx. 100% of their take-home pay. They're also eligible for up to 4 additional weeks of leave before their due date.

## Maternity Concierge

We have an onsite Anthem maternity concierge who can help with questions related to your health insurance, including questions about breast pump coverage, private hospital rooms, finding a provider, claims/billing info and more.

## Parental Leave

Dads, same-sex spouses, domestic partners, and parents via adoption and surrogacy may take up to 12 weeks of paid leave at approximately 100% of their take-home pay to bond with their new child.

## Adoption Assistance

Google reimburses up to \$25,000 towards agency fees or legal expenses related to the adoption of a child.

## Surrogacy Assistance

Google reimburses up to \$40,000 of surrogacy fees and provides the option to speak with a surrogacy specialist to answer question or locate vetted surrogacy services.

## Fertility Assistance

Google offers a generous fertility program, including multiple bundles of fertility treatments (including elective egg freezing), fertility consultations, and access to high-quality providers.

## Baby Bonding Bucks

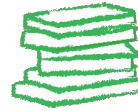
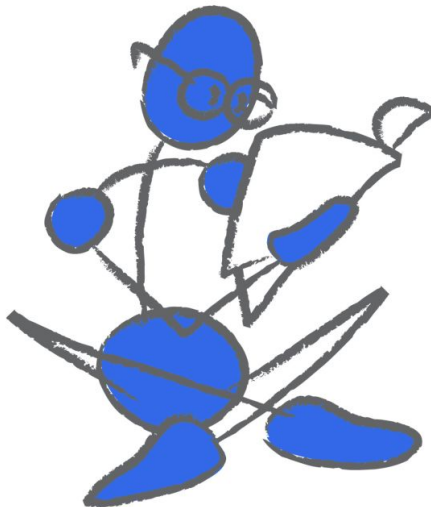
Google offers \$500 towards the cost of take-out or delivery meals, house cleaning, or diaper services after the arrival of a new baby so new parents can put their feet up instead of having to cook or clean.

## LGBT Benefits

Google supports its LGBT employees in many ways, including coverage of same-sex domestic partners or spouses on our health insurance, offering FMLA equivalent leave, and offering a transgender specialist and coverage of reassignment surgeries.

# Learning

Google is highly supportive of educational initiatives – we believe in professional growth and development for all employees. All Googlers should have the opportunity to expand their minds, grow, and get better and better at what they do. It's all part of keeping Google unique and innovative.



## Language Learning Programs

Google offers language lessons at no cost if speaking another language is for critical business needs or is essential to help transferring Googlers settle into a new country. For personal-interest language lessons, Google is pleased to offer access to corporate discounted rates.

## Education Reimbursement

The Education Reimbursement Program encourages you to keep learning and growing by helping you pay for personal and professional learning experiences. Google will reimburse you 2/3 of the cost of job-related learning or 1/3 of the cost for personal learning (anything from mastering meditation to attending a marriage workshop) up to your country's cap.

## Grow

Develop your technical, people management, and leadership skills through a wealth of learning formats, including live classes, videos, and mentoring programs.

## g2g – Googlers to Googlers

g2g provides opportunities for Googlers to teach, share and learn from each other. Got a special skill or area of expertise you'd like to share with your peers? Or maybe you'd like to learn to teach an official course? You can do both with g2g!



# Other Googley programs and perks

Googlers have a range of money saving options and rewards right at their fingertips – from transportation benefits to peer bonuses.



## Google Stock Units (GSUs)

Googlers may be granted GSUs which entitle the holder to a share of Google stock when the unit vests.

## Referrals

We know good people know more good people, so we offer generous referral bonuses when you successfully introduce candidates to Google.

## Peer Bonus

If you do something exceptional, managers can nominate you for spot bonuses of various sizes and types. Sometimes, it's your peers who know your work best. That's why they can thank you via our kudos program or even nominate you for a peer bonus that includes a small cash award.

## Gift Matching

Philanthropy is one of Google's core values. Google offers 1 to 1 matching on charitable donations up to USD 6,000 per donor per year.

## GoogleServe

An annual event where Googlers around the world join together in community service projects, helping deepen Google's connections with local communities while having fun.

## Employee Discounts

Discounts on software, hardware, automobile purchases, travel, museums, and much, much more.

## Commuter Benefits

Set aside pre-tax dollars for work-related transportation expenses like mass transit and parking. Commuters in Mountain View also have access to Google's shuttle transit system and a fleet of cars and bikes.

## Accessibility

Resources like CART transcription, interpreters and assistive technologies make work and events at Google as inclusive as possible.

## Other Events

Mingle with other Googlers at a bunch of events throughout the year, like our TGIF gathering every Thursday. Yeah, we know -- Thursday doesn't start with F, but it's close enough.





## Cost of Health Care Benefits

We want our Googlers to be healthy and happy, so we offer comprehensive medical, dental, and vision coverage with low premiums and free preventive care. Google's benefits package allows you to enroll in one of the health insurance plans listed below. Your benefits are effective on your date of hire.

### Cost of Benefits Per Bi-Weekly Pay Period in 2019:

	Employee only	Employee + Spouse/Domestic Partner	Employee + Child(ren)	Employee + Family
<b>Anthem/Aetna gHIP</b>	\$0	\$72.83	\$64.15	\$109.92
<b>Anthem/Aetna PPO</b>	\$47.30	\$116.73	\$96.59	\$171.19
<b>Anthem/Aetna EPO</b>	\$53.94	\$136.28	\$111.41	\$199.44
<b>Kaiser HMO (Ca only)</b>	\$33.53	\$73.98	\$68.18	\$116.36
<b>gHIP Select with Stanford Health Care</b>	\$0	\$66.27	\$58.38	\$100.02
<b>Dental</b>	\$4.20	\$9.45	\$9.92	\$15.96
<b>Vision</b>	\$1.55	\$2.78	\$2.83	\$4.82

Note: Aetna is offered in Pittsburgh only. All other locations use Anthem. Once you start working at Google, you'll have access to the health plan Summary Plan Description (SPD), which includes information about what services are covered, along with more information about Google's great benefits and perks. In the meantime, if you have any questions about specific coverage or benefits, please feel free to ask your recruiter.

# Need further information?

Full details of all the benefits, perks, and policies mentioned in this document can be found at [go/benefits](http://go/benefits).

Note: In certain roles, there may be occasions where you need to work on a Google paid holiday. In these cases, you'll receive payment for hours worked plus holiday pay. For your specific policy, please check with your manager or HRBP.

If you have further questions, please email [benefits@google.com](mailto:benefits@google.com)

This document is provided only as a summary of your benefits.

Google is a growing and changing organization and reserves the right to amend or discontinue benefits at any time.



Shortly after starting with Google, you'll automatically receive a notification from gBenefits, our online platform where you can view our personalized Google benefits and perks information in one secure place. The system facilitates your enrollment selections for many of your benefits and allows you to view, change and administer your benefits in real time.

Also, once you're here, you can find detailed information on all of Google's benefits on our internal site ([go/benefits](http://go/benefits)).

