

# Mapbox benefits

## Life at Mapbox

- 401K match up to 4% + vested from day 1 of employment
- \$600 per year wellness benefit
- Stock options
- Pre-tax commuter + parking
- Catered lunch
- Fully stocked kitchens
- Charitable donation match

## Vacation & leave

- Accrue 15 days vacation + unlimited flexible paid time off
- 12 Sick days
- Paid Winter Break (Christmas Eve - New Year Day)
- 8 Paid Holidays
- 12 weeks paid time off (birthing parent)
- 6 weeks paid + 6 weeks unpaid (non-birthing)

## Health insurance

### Medical (PPO)

Mapbox pays 100% of employee premiums

- 60% of dependent's premium
- Coverage from day 1 of employment

### Dental

Mapbox pays 100% of employee premiums

- 100% Preventative care
- 90% Basic care
- 60% Major care
- 50% Adult and child orthodontia

### Vision

Mapbox pays 100% of employee premiums

- \$20 Exam and lenses copay
- \$120 Coverage on frames
- \$120 Coverage on elective contacts
- +HSA, FSA, FSA (Dependents), Basic Life, AD&D, Long Term Disability, \$1000 Baby Bonus