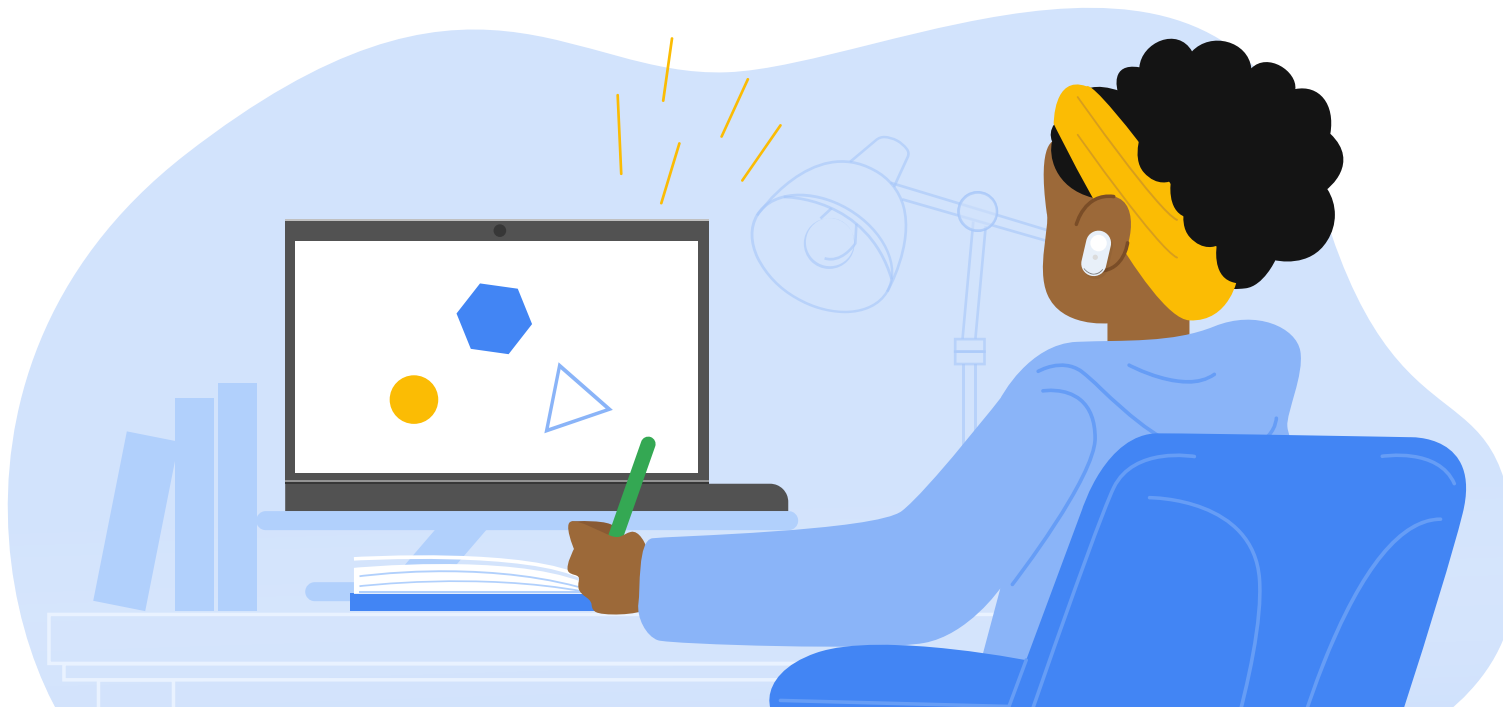


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## Benefits at Google

We strive to provide Googlers and their loved ones with a world-class benefits experience, focused on supporting their physical, financial, and emotional wellbeing. Our benefits are based on data, and centered around our users: Googlers and their families. They're thoughtfully designed to enhance your health and wellbeing, and generous enough to make it easy for you to take good care of yourself (now, and in the future). So we can build for everyone, together. \*



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**Health and wellness**



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Keeping Googlers healthy is our priority.

Medical, dental, and vision insurance for employees and dependents

Employee assistance programs focused on mental health

Workplace accommodations for physical or mental health concerns

Onsite wellness centers

Access to mental health apps

Second medical opinion for you and your loved ones

Medical advocacy program for transgender employees

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**Financial wellbeing**



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Providing compensation and programs that give our employees financial peace of mind.

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Generous 401(k) and regional retirement plans

Annual cross-company pay equity analysis and adjustments

Student loan reimbursement

1-on-1 financial coaching

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## Flexibility and time off



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The time you need to recharge, and the flexibility to get your best work done.

Paid time off, including vacation, bereavement, jury duty, sick leave, parental leave, disability, holidays, and global reset/wellbeing days

Hybrid work model – two work from home days each week for most roles

Remote work opportunities available

Four “work from anywhere” weeks per year

Part-time work and job-sharing options

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Fertility and growing family support

Parental leave and baby bonding leave

Caregiver leave

Backup childcare

Survivor income benefit

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## Community and personal development ^

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Providing room and opportunities to grow — on your own and with your teammates.

Educational reimbursement

Googler-to-Googler peer learning and coaching platform

Donation matching and time off to volunteer

Employee resource groups for underrepresented employees and their allies

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Programming, spaces, and resources to support your growth, productivity, and wellbeing.

Inspiring spaces to work, recharge, and collaborate with fellow Googlers

Top technology, including internet reimbursement and company-paid mobile phone

On-site meals and snacks

Fitness centers, massage programs, and ergonomic support

At-home fitness, wellbeing, and cooking classes

Art programs, [Talks @ Google](#), legal services... and of course, [Dooglers](#)

\* Please note that while our philosophy is the same in every place Googlers work, benefits may vary by office/country.

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More about us

Related information

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## Equal Opportunity

Google is proud to be an equal opportunity workplace and is an affirmative action employer. We are committed to equal employment opportunity regardless of race, color, ancestry, religion, sex, national origin, sexual orientation, age, citizenship, marital status, disability, gender identity or Veteran status. We also consider qualified applicants regardless of criminal histories, consistent with legal requirements. See also [Google's EEO Policy](#) and [EEO is the Law](#). If you have a disability or special need that requires accommodation, please let us know by completing our [Accommodations for Applicants form](#).