

TED Employee Benefits

TED covers all employee coverage for all plans — medical, dental, and vision. While there is no additional cost to add a dependent to TED's dental or vision plans, there are additional costs if you'd like to add a dependent to TED's medical plan.

- **Medical plan is UHC Oxford PPO**
- **Dental is Guardian Dental PPO**
- **Vision VSP Vision (through Guardian)**

Benefits are effective on the 1st day of the month following your hire date
(Ex: Hire date 8/20, insurance effective 9/1)!

Pay Schedule

We process payroll on a semi-monthly schedule, paying you on the 15th and last day of the month.

FitBit Partner

TED will subsidize up to \$53 dollars for you to purchase a FitBit!

Safe and Sick Time

You are eligible for 10 days for safe and sick leave each calendar year.

Commuter Benefits

You will be eligible to enroll in a pre-tax commuter benefit through Transitchek.

Gym Reimbursement

Oxford will reimburse up to \$200 in a six month period if you verify you went to the gym 50 times in that six month window!

EAP (Employee Assistance Program)

Free hotline through Guardian for counseling — emotional, legal, and financial. For emotional, you receive 3 face-to-face therapy sessions for free and unlimited phone sessions.

401k Plan

We offer a 401k plan through Fidelity. You are auto enrolled at 3 months of employment at 5% in order to get the full employer match. We match 100% of the first 3% and 50% of the next 2% of your salary.

One Medical

Free membership with One Medical, a “white-glove concierge health provider” that allows you to make same day appointment that start on time! Once you have been seen in person one time, you are able to use their “Video Chat” with a doctor at any time and at no cost to you! They do on-site bloodwork and vaccinations and have select specialists in office.

Professional Development Stipend

All employees are eligible for a \$1,000 yearly stipend which is not prorated to use towards your own professional development. This includes books, courses, webinars, conferences, etc as long as it is relevant to your role at TED and your supervisor approves!

Office Perks

When we're back in the office we have free bagel breakfast every Monday, Wednesday and Friday, and a vending machine with great snacks! Huge open concept office with our own TED theater!

Vacation

You are eligible for up to 5 days for vacation to use at your discretion, with manager approval. Vacation time increases up to 10 days per year once you have been with TED for 3 years.

Life Insurance

TED offers life insurance through Guardian at twice your salary to a maximum of \$500k

Disability Insurance

Short term disability is offered through Guardian at 60% of your weekly salary (up to \$2,500 per week) and long term disability offered at 60% of your monthly salary (up to \$12,000 per month) if you are unable to work.

Bonding Time Policy (up to 12 weeks)

TED offers up to twelve weeks of time off to bond with a baby, which includes adoption and foster care. This first weeks are paid with 100% pay; the last 4 weeks are paid with 7% pay.

SpringHealth

TED now provides Spring Health as a free mental health benefit for all employees and dependents! Every year you are eligible for up to 4 Free Therapy and 2 Free Psychiatry visit or 6 free therapy sessions, all virtual!

Holidays

TED observes two internal TED holidays where the org takes a break!

Two weeks in the summer

Summer Holiday Close:

August 16 - August 27

One week between Christmas and New Year

Winter Holiday Close:

December 27 - December 31

TED also observes the following national holidays:

2021 US National Holidays

New Year's Day	January 1
MLK Day	January 18
President's Day	February 15
Memorial Day	May 31
Juneteenth	June 18th <i>(observe June 19)</i>
Independence Day	July 5 <i>(observe July 4)</i>
Labor Day	September 5
Thanksgiving Day	November 25
Day After Thanksgiving	November 26
Christmas Day	December 25 <i>(observe December 24)</i>

2021 Canada National Holidays

New Year's Day	January 1
Family Day	February 15
Good Friday	April 2
Victoria Day	May 24
Juneteenth	June 18th <i>(observe June 19)</i>
Canada Day	July 1
Civic Holiday	August 2
Labor Day	September 6
Thanksgiving Day	October 11
Remembrance Day	November 11
Christmas Day	December 25 <i>(observe December 24)</i>