



# BENEFITS

When you join Linode, you're part of a team that invests in you.



## COMPENSATION

- Competitive Base Compensation
- Annual bonus and recognition awards
- 9 paid holidays
- Birthday paid time off
- 18 days of PTO to start, increasing each year thereafter



## RETIREMENT

- 401k Plan
- 3% Company 401k contributions
- Profit sharing plan, up to 5% of compensation
- Cash Balance Pension Plan



## WORK/LIFE INTEGRATION

- 2 days work from home per week
- Flexible shifts
- 4 weeks of parental leave for everyone, additional 6 weeks maternity leave
- Inclusive Employee Resource Groups
- Special interest committees
- 2 days paid volunteer time
- 2 weeks military leave



## CULTURE

- Weekly catered lunch
- Unlimited snacks, drinks and coffee
- Casual dress code, easy-going atmosphere
- Monthly game nights
- Quarterly company outings
- Team building activities
- Free Linode gear!



## EDUCATION

- Reimbursable training, up to \$2000 per year
- Free Linux Academy memberships
- On-site library for reference or personal use
- Opportunity to attend industry conferences



## HEALTH BENEFITS

- All of our insurance programs are available day one
- Comprehensive health insurance with two plan options
- 100% out of pocket medical coverage via company funded HRA
- International health insurance for business travelers
- Dental insurance provided free of cost
- Vision insurance



## EMPLOYEE WELLNESS

- \$100/month in wellness reimbursements
- Free mental wellness programs via Joyable
- Company funded life and disability plans with voluntary plans optional



## TECH AND WORKSTATIONS

- \$100/month free Linode service
- MacBook Pro work station with two large monitors
- Fully automated standing desks and Aeron chairs