



# Benefits & Perks

As a nonprofit, you might think we are limited in what benefits we can offer-Well, think again- These benefits and perks are available to those who join the Southern Poverty Law Center's dynamic staff-

## COMPETITIVE PAY

- Compensation**  
Competitive compensation that takes into account your prior experience and responsibilities-
- Yearly Increases**  
Based on your contribution to the organization, the impact and scale of your role, and market factors-

## HEALTH & WELLNESS

- Healthcare Benefits**  
Comprehensive medical and prescription drug benefits with the majority of the healthcare premium paid by SPLC-Trans, inclusive and transition, related services covered under healthcare benefits-
- MD Live**  
Free online, unlimited visits with board certified doctors, counselors, psychiatrists or dermatologists-
- Dental Benefits**  
Comprehensive dental plan that is fully paid by SPLC-
- Health and Dental Reimbursements**  
In lieu of electing the Center's coverage, you can receive a reimbursement at the end of our plan year if you and/or your dependents are covered under another health dental plan-
- Flexible Spending Accounts**  
You may put aside pre-tax dollars in a healthcare or dependent care flexible spending account each plan year-
- Vision Benefits**  
Low out of pocket cost for eye exams, glasses or contacts- Premiums are pre-taxed to save you money-
- Long-term Disability**  
As a regular, full time employee, excludes Fellows, benefits are paid at % of your gross monthly salary or % of your gross monthly salary if catastrophic- Premiums fully paid by SPLC-

- Short-term Disability**  
You may elect an individual policy through payroll deduction-
- Headspace**  
Relieve stress and live a happier, healthier life by meditating a few hours a day on the Headspace app-
- BetterHelp**  
Free online professional mental health therapy, counseling service available anytime and anywhere through a computer or mobile device-



difficulties that may be affecting the quality of your life or job performance-Also includes financial counseling and wellness coaching and free face to face counseling sessions-

- On-Site Flu Shot Clinic**  
Flu shots administered in the Montgomery office and in most regional offices once per year-
- Worker's Compensation**  
Provides support in the form of wages and reimbursement of medical costs if you are injured while performing your job duties-

## RETIREMENT

### 401(k) Retirement Plan

As a regular, full time employee, excludes Fellows, you are eligible to participate on your date of hire-SPLC matches dollar for dollar up to 5% of your annual salary and adds a discretionary contribution to your account-

## TIME OFF

### Vacation Leave

12 and 15 weeks per year depending on tenure-Caps at 20 and 25 hours, respectively-

### Sick Leave

10 days per year-Caps at 100 hours-

### Personal Leave

10 paid days each calendar year  
4 unpaid days each calendar year

### Holidays

12 days per year-

### Bereavement Upon Death of Immediate Family

4 days if traveling under 100 miles and 1 day if traveling 100 miles or more-

### Parental Leave