



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.

• Location Differential

Employees assigned to the following office locations will receive yearly additional compensation across their biweekly paychecks:

**Atlanta/Decatur, New Orleans,
and Tallahassee:** \$3,000
Miami: \$7,000
Washington, D.C.: \$8,500

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. Assisted reproductive treatment also covered.

• Telehealth Services

Free online, unlimited telehealth visits with board-certified doctors.

• 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. SPLC contributes \$300 to each employee's Health FSA Account upon hire and every August 1.

• 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 60% of your gross monthly salary or 100% of your gross monthly salary if catastrophic. Premiums fully paid by SPLC.

• Headspace

Relieve stress and live a happier, healthier life by meditating a few hours a day on the free Headspace app.

• Care.com

Free access to premium membership to Care.com for online resources to the marketplace to locate childcare, senior adult care, housekeeping services, errand runners, tutoring services, and pet services.

• BetterHelp

Free online professional mental health therapy/counseling service available anytime and anywhere through a computer or mobile device.



- **Basic Term Life & Accident Insurance**
Fully provided by SPLC. Benefit amount is two times your annual salary.

- **Additional Term Life Insurance**
You may purchase additional term life for yourself or your eligible dependents at reasonable group rates.

- **Supplemental Insurance**
Individual policies are available (cancer, accident, hospital, critical illness, etc.) through pre-taxed payroll deduction. You may select an individual short term policy through after-tax payroll deduction.

- **Health Club Memberships**
Center pays the initiation fee and ½ cost of the monthly membership fee for Center-contracted gyms/fitness centers. Lump-sum reimbursement for ½ of an annual health club membership fee is available to employees who work remotely or in a location where an SPLC-contracted health club is not available.

- **Employee Assistance Program**
Free robust program available to help you resolve personal difficulties that may be affecting the quality of your life or job performance. Also includes financial counseling and wellness coaching, and 8 free face-to-face counseling sessions.

- **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 employee, you are eligible to participate on your date of hire. SPLC matches

dollar-for-dollar up to 4% of your annual salary and adds a 6% discretionary contribution to your account.

Time Off

- **Vacation Leave**
4, 5, and 6 weeks per year depending on tenure.
- **Sick Leave**
12 days per year.
- **Sick Leave Bank**
Employees who have exhausted their sick leave, personal days, and all but 80 hours of vacation leave due to their own medical condition, or a medical condition of an immediate family member may request donated sick leave.
- **Personal Leave**
3 paid days effective on date of hire and every January 1 of each calendar year.
30 unpaid days each calendar year available with approval.
- **Holidays**
18 paid days per year including the week of July 4th.
- **Bereavement Upon Death of Immediate Family**
Ten (10) days of paid bereavement per calendar year for all employees with family members or loved ones who have died.
- **Parental Leave**
12 weeks of paid leave upon birth, fostering, or adoption of, a child. For employees with less than one year of service, parental leave is pro-rated in the amount of one week for each month or partial month of service.



- **Military Leave**

168 hours of paid leave per calendar year for authorized training or duty in the National Guard or armed forces reserves.

- **Sabbaticals**

Paid sabbaticals may be granted in order to aid in the retention and rejuvenation of employees who have made significant, long-term contributions to SPLC.

- **Gender Affirmation Leave**

Leave with pay for up to two (2) weeks (80 hours) to accommodate gender affirmation care will be granted upon request. This time can be used consecutively or non-consecutively at the employee's option.

- **Pregnancy Loss Leave**

In the event of pregnancy or reproductive loss including, but not limited to, miscarriage, still birth, failed IVF, and abortion, the employee is entitled to up to ten (10) days (80 hours) of paid leave.

- **Surrogacy, Adoption & Fostering**

Financial reimbursement for necessary services in connection with adoption, foster, and surrogacy in the amount of \$5,000 per adoption, instance of fostering, or surrogacy attempt, with a lifetime maximum of \$15,000.

Professional Development

SPLC is committed to supporting the professional development of their staff through training programs, seminars, conferences, certifications, and workshops. Each employee will be allotted an allowance of \$1500-\$2000 per fiscal year depending on their years of service.

- **Tuition/Educational Assistance**

Tuition reimbursement is provided for employer-

approved courses up to a lifetime maximum of \$15,000. Employees may request 50% of their tuition reimbursement to be paid at the beginning of the course.

Employees also have access to robust learning opportunities, including access to LinkedIn Learning, which offers more than 15,000 free online courses to aide in their professional development. A Knowledge Center offering over 10,000 free online professional development courses is available through the EAP.

Miscellaneous

- **Relocation Stipend**

All newly hired and current employees who are requested to transfer to a new location will be provided a relocation stipend up to \$9,500 depending on distance from their current home to the SPLC office in the new location.

- **Employee Discounts**

Discounts provided through Verizon, the Dell purchase program and Lifemart.

- **Center Gifts**

Monetary gift on the birth/adoption of child or upon marriage.

- **Salary Advances**

You may request up to 3 salary advances in a 12-month period.

- **Free Parking**

Free parking in all office locations for telework and in-office staff.

- **Internet Stipend**

Employees approved to work remotely will be provided a stipend for the cost of internet service of \$60 per month.