

Google Employee Benefits Handbook

Introduction

Welcome to Google! At Google, we believe that supporting our employees' health, financial security, and work-life balance is essential to innovation and impact. This handbook outlines the benefits programs available to eligible employees.

Health & Wellness Benefits

- **Medical Insurance:** Comprehensive health coverage including hospital, outpatient, preventive care, and prescription drugs.
- **Dental Insurance:** Coverage for preventive, basic, and major dental services.
- **Vision Insurance:** Eye exams, glasses, and contact lenses support.
- **Mental Health Support:** Access to confidential counseling services, therapy sessions, and digital wellness programs.
- **On-site Health Services:** Depending on location, access to medical staff, fitness centers, and wellness programs.

Financial & Retirement

- **Retirement Savings Plans (401k in the U.S.):** Company matching contributions.
- **Equity Programs:** Stock grants and employee stock purchase plan (ESPP).
- **Life and Disability Insurance:** Company-paid basic life insurance and long-term disability coverage.
- **Financial Counseling:** Access to financial advisors and planning resources.

Time Off & Flexibility

- **Paid Time Off (PTO):** Vacation, personal days, and sick leave.
- **Holidays:** Paid company-recognized holidays.
- **Parental Leave:** Extended paid leave for new parents, applicable to mothers, fathers, and adoptive parents.
- **Flexible Work Arrangements:** Options for remote work, hybrid schedules, and flexible hours.

Learning & Development

- **Professional Development:** Annual budgets for training, conferences, and certifications.
- **Internal Learning Platform:** Access to courses, talks, and technical training through Google's learning systems.
- **Tuition Reimbursement:** Support for external education relevant to career growth.
- **Mentorship & Career Mobility:** Opportunities for internal transfers and mentorship programs.

Lifestyle & Perks

- **Meals & Snacks:** Free meals, coffee, and snacks at many Google offices.
- **Wellness Allowance:** Subsidy for fitness, mindfulness apps, and health-related expenses.
- **Transportation:** Commuter benefits, shuttle services in major campuses.
- **20% Time:** Opportunity to dedicate part of work hours to personal innovation projects.

Diversity, Equity & Inclusion (DEI)

- Employee Resource Groups (ERGs): Support networks for diverse communities.
- Inclusive Policies: Equal benefits for same-sex partners, gender transition support.
- Unconscious Bias Training: Programs for all employees to promote fairness and respect.

Important Notes

- Benefits vary by country, job type, and employment status.
- Details are subject to change annually.
- For the most accurate and updated information, employees should consult the official HR portal.