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Top 20 Employee Benefits & Perks

February 3, 2016 | Posted by [Glassdoor Team](#)

With nearly 3 in 5 (57%) people reporting benefits and perks being among their [top considerations](#) before accepting a job, some employers are raising the bar even higher when it comes to benefits and perks they offer to help attract talent. But beyond free food and on-site gyms, what are some of the more incredible, unique and surprising benefits and perks that some employees are enjoying?

These 20 companies are just some that provide perks and benefits that go beyond the basics, with life coaching services, egg freezing, free amusement

park passes and more. Check out the full results, according to [Benefits Reviews](#) on Glassdoor, shared by employees:

1. **Netflix** offers one paid year of maternity and paternity leave to new parents. They also allow parents to return part-time or full-time and take time off as

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- [Overall Benefits Rating](#): 3.7

2. **REI** encourages its employees to get outside by offering two paid days off, called “Yay Days,” a year to enjoy their favorite outside activity.

- [Overall Benefits Rating](#): 4.0

3. **Salesforce** employees receive six days of paid volunteer time off a year, and if they use all six, they receive a \$1,000 grant to donate to a charity of their choice.

- [Overall Benefits Rating](#): 4.5

4. **Spotify** provides six months of paid parental leave, plus one month of flexible work options for parents returning to the office. The company also covers costs for egg freezing and fertility assistance.

- [Overall Benefits Rating](#): 4.2*

5. **World Wildlife Fund** employees take Friday off every other week, also known as “Panda Fridays” at the nonprofit.

- [Overall Benefits Rating](#): 4.5*

6. **Airbnb**, the [Best Place to Work in 2016](#), gives its employees an annual stipend of \$2,000 to travel and stay in an Airbnb listing anywhere in the world.

- [Overall Benefits Rating](#): 4.6

7. **PwC** offers its employees \$1,200 per year for student loan debt reimbursement.

- [Overall Benefits Rating: 4.0](#)

8. **Pinterest** provides a unique take on the parental leave policy by providing four paid months off, plus an additional month of part-time hours, as well as two counseling sessions to create a plan to re-enter the workplace.

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9. **Burton** employees receive season ski passes and “snow days” to hit the slopes after a big snowfall.

- [Overall Benefits Rating: 4.0*](#)

10. **Twilio** offers employees a Kindle plus \$30 a month to purchase books.

- [Overall Benefits Rating: 4.0](#)

11. **Twitter** is well-known for providing perks such as three catered meals a day, but some lesser-known benefits include on-site acupuncture and improv classes.

- [Overall Benefits Rating: 4.3](#)

12. **Accenture** covers gender reassignment for their employees as part of their commitment to LGBTQ rights and diversity.

- [Overall Benefits Rating: 4.0](#)

13. **Walt Disney Company** wants its employees to enjoy the “Happiest Place on Earth” as much as their visitors by offering free admission to its parks for employees, plus their friends and family, as well as discounts on hotels and merchandise.

- [Overall Benefits Rating: 4.0](#)

14. **Facebook** provides \$4,000 in “Baby Cash” to employees with a newborn.

- [Overall Benefits Rating: 4.7](#)

15. **Evernote** hosts classes through “Evernote Academy,” which offers team-building courses like macaroon baking.

- [Overall Benefits Rating: 4.3*](#)

16. **Epic Systems Corporation** offers employees a paid four-week sabbatical to

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- [Overall Benefits Rating: 4.3](#)

17. **Adobe** shuts down the entire company for one week in December and one week over the summer.

- [Overall Benefits Rating: 4.6](#)

18. **Asana** employees have access to executive and life coaching services outside of the company.

- [Overall Benefits Rating: 4.9*](#)

19. **Zillow** pays for employees who are traveling to ship their breast milk.

- [Overall Benefits Rating: 4.5](#)

20. **Google** provides the surviving spouse or partner of a deceased employee 50% of their salary for the next ten years.

- [Overall Benefits Rating: 4.6](#)

[Related: [Employers, find out everything you need to know about how benefits and perks correlate to retention](#)]

Does your company provide great benefits or perks? [Share a review.](#)

How Much Do Employee Benefits & Perks Really Matter?

There’s no doubt about it, employee benefits and perks *do matter* when it comes to recruiting and retaining talent, but the impact benefits have in the recruiting

game versus the employee retention game differs.

When it comes to recruiting talent today, Glassdoor surveys show that nearly 3 in 5 (57%) people report benefits and perks being among their [top considerations](#) before accepting a job, while [4 in 5 people](#) also say they would

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may be a great fit for them. Plus, it's important to consider that when it comes to which benefits and perks matter most to people, [we've found the top five include:](#)

- Healthcare insurance (e.g., medical, dental): 40%
- Vacation/Paid time off: 37%
- Performance bonus: 35%
- Paid sick days: 32%
- 401(k) plan, retirement plan and/or pension: 31%

However, when it comes to what keeps employees at companies and satisfied on the job, it's a different story. According to [Glassdoor Economic Research](#), culture and values, career opportunities and senior leadership are the most important factors in cultivating employee satisfaction, which can directly impact employee retention. Thus, while benefits and perks are a great way to get employees in the door and interested in a company, they're not among the leading factors that keep employees satisfied on the job and with a company long-term.

This list was determined by identifying some of the more unique benefits employees are enjoying at companies, based on the hundreds of thousands of benefits reviews shared by employees on Glassdoor since August 2014, when the Benefits Reviews feature [launched](#). Rankings for this report do not reflect order of importance, but are included for simplicity of reporting. Each company's Benefits Rating is based on at least 20 benefits reviews shared on Glassdoor by

employees as of January 28, 2016. We include this data point in this report to show how employees rate each company's overall benefits program.

**Indicates a Benefits Rating based on less than 20 benefits reviews.*

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Ustaz Adongwei · Ustaz at Taliim

All those benefits should be encouraged

Like · Reply · 3 · Jul 26, 2016 3:47am



Timo Uustal

While these benefits might seem "big" in the US, most of them are quite common standard by national legal frameworks in Europe. Like paid maternity leave (18/24 months) is applicable in any company as well as minimum of 28 days of paid holidays, etc. But there are also number of creative ones on the list - great to see that companies indeed do differ 😊

Like · Reply · 4 · Jul 21, 2016 2:32pm



Randy Zich · Racine, Wisconsin

Good go live n Europe then, but you won't beuse the lifestyle in the US is better and numerous Europeans continue to migrate to the US. THUS SHUT UP ABOUT HOW GOOD EUROPE IS! By the way Europe was emulating the US for years then they went too far to the left wing and now they're fighting for their lives to get back some right wing ideals. Many countries seriously regret allowing in refugee from muslim countries (this is an example) because crime has risen and national law has been overridden by muslim law. Again if you love european law ... go live there - do NOT ask us to become them!!!

Like · Reply · 1 · Mar 10, 2017 4:15pm



Ažuolas Lomonosovas · KTU

I know that you will hate to hear it but Eurone is amazing 🤔

I know that you will hate to hear it but Europe is amazing 🌞

Like · Reply · Mar 17, 2017 12:37pm



Kiko Miura · 愛知県立時習館高等学校

Randy David You make a compelling argument.
/s

Like · Reply · Apr 1, 2017 4:50pm

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Tina Bon

Great to have a year maternity/paternity leave...how about a year to care for elderly parents---especially if you don't have kids and have to fill in for those folks who are out taking care of their babies.

Like · Reply · 13 · Jul 21, 2016 11:27am



Randy Zich · Racine, Wisconsin

A year???? Who REALLY needs a year? Give 3 months to a Mom, 3 to Dad, then you have had 6 months to find a daycare/babysitter/nanny. MORE than enough time. Grow up and learn to delegate. For adults I think 3 months would be appropriate to find alternate care (this is coming from a guy that lost my Mom to parkinsons and my Father with Alzheimers died 4 months later). They had food delivered and decent healthcare and we are on the low side of income. No improved conditions are necessary.

Like · Reply · Mar 10, 2017 4:21pm



Bianca Delgado

Randy David So I guess you're a mom then? You can say that you do not need a full year because you have experienced being a mother. I don't think anyone asked for your sob story.

Like · Reply · 1 · May 19, 2017 9:17am



Robert Warren Wagner

Would be a nice benefit.

Like · Reply · May 23, 2016 2:30pm



Robert Warren Wagner

Wonder why large employers have not struck a deal with firms offering pet insurance where the employee could get the benefit of a lower group rate.

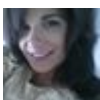
Like · Reply · 2 · May 23, 2016 2:28pm



Randy Zich · Racine, Wisconsin

Home Depot offers EXCELLENT personal insurance and pet insurance among NUMEROUS other advantages like free legal advice, payment for education, prescription cards, stock buy-ins at 85% value (so you can sell the next day at 15% profit) among so many offers I cannot begin to remember them all.

Like · Reply · Mar 10, 2017 4:26pm



Phaedra D'Ambrosio · Revere High School

Fabulous ideas- love the idea of a Creative Sabbatical - way to go be EPIC! #punintended.

Like · Reply · Apr 27, 2016 9:55am

**Bob Hall**

There are several benefits that are real. Like the volunteer days - what a great way to promote yourself and your company!

Training and growth classes are always a true benefit to employee and employer alike. Good stuff!

Because many of the benefits are 3rd party the cost of them is applied to you as a

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Like · Reply · 4 · Mar 3, 2016 12:07pm

**Ron Rose** · Owner-operator at Rose Bodyworks

This is a message to moderators of this post. Any clue as to why my initial post was removed? Just curious really.

Like · Reply · Feb 8, 2016 12:06pm

**Kevin Schober** · Port Richey, Florida

What this story fails to mention is the lower wages for employees at Disney. How they use so many College kids as cheap labor with their College program. They pay them low wages and then charge them for their board while there. By the time they are done these kids make hardly anything. This robs the community of many jobs. I do not see how a kid working at a quick service dining room running a cash register teaches them anything they need for a College degree.

Like · Reply · 1 · Feb 7, 2016 8:31am

**Lindsay Edwards** · East Aurora High School (New York)

I completed the Disney College Program in 2008 and I can say first hand it's not about making money. Yes we worked long hours and didn't make a ton, but that wasn't the point. I don't even think I broke even during the program. I did, however, have the opportunity to take invaluable courses in marketing, operations, and customer service while I worked there. The information I learned was incredible. Walt Disney World is a top company because of the way the company is run. I wouldn't trade that experience for the world--or a full-time job for those 6 months.

Like · Reply · 10 · Feb 8, 2016 8:49am · Edited

**Kevin Schober** · Port Richey, Florida

Lindsay Edwards we will have to agree to disagree because I have never met a college student yet that did not love their time there. BUT it does not help the people living in that area that do not get to go home after their time in the program is up. There are a lot of homeless in Florida that suffer and I personally believe they need the jobs. How many homeless could get a chance to get their lives back and quit draining the system if they were given the chance. I would also love to see a Pilot program where they took returning soldiers from combat and hired them on for a 60-90 period and give... [See More](#)

Like · Reply · 1 · Feb 8, 2016 9:22am

**Michelle Mattulat Edgar** · Utah State University

Disney Corporate in Seattle pays awesome. You don't have to just work at a

park.

Like · Reply · Jun 27, 2017 11:09am

**Jodi Switalski**

Too bad the majority of these companies are always in California. It would be nice to see some of these "great" companies locating to the midwest.

Like · Reply · 10 · Feb 5, 2016 9:43am

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Like · Reply · 1 · Feb 10, 2017 5:04pm

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