

US INTERN-Remote

Benefits



We help care for you while you're bringing the world closer together.



Physical & Financial Health

ELIGIBILITY: ALL INTERNS WORKING 20 HOURS PER WEEK OR MORE ARE ELIGIBLE FOR THE BENEFITS LISTED HERE.

Medical EPO (In Network Only)

Provides Aetna network care, with most services covered at 100% or a small copay. Claims are processed through Meritain Health. You're covered at no cost to you, and you can add your dependent children for a fee. Dental and vision coverage are not provided.

Accolade

A healthcare support service designed to help EPO members navigate US healthcare so you can make the most of your benefits and get the care you need.

\$240 Wellness Reimbursement

Get reimbursed for taking care of yourself. Facebook will reimburse you up to \$240 (taxable) to use toward a variety of wellness activities or equipment during your internship ranging from fitness trackers to virtual or in-person workout classes.*

Lyra Mental Health

Mental health is just as important as physical health, so Facebook provides you access to up to 25 free therapy sessions per person per year for you and your eligible dependent children. Sessions can be scheduled in-person or via live video.

Financial Support

Schedule a meeting with a tax consultant (taxable) to help you with your US tax questions. Speak 1:1 with a financial coach to help you with big or small financial decisions and goals. Access Paven, a mobile app that provides you a digital experience: personalized financial education and guidance to help with budgeting and goal setting.

*A Social Security number (SSN) is required to access this benefit.

Career & Community

Onboarding Tool

Start by reviewing your Onboarding Plan. This customized plan will help you navigate your internship with a series of to-do items, resources and reminders.

Learning & Development

Access learning resources anytime, anywhere through Cornerstone, our learning management system. Our Intern Learning Hub also features engaging content, specific to learning the ins and outs of working at Facebook.

ESL Coaching

We understand that working remotely might create additional communication challenges. Therefore, we are now offering English as a Secondary Language Coaching to interns who want to improve their language proficiency to help strengthen their impact.

Intern Events

Connect with other interns through our virtual events, which are designed to provide you the opportunity to build community, provide company education, and create lasting memories of your time at Facebook.

Circles

Circles are small group gatherings to develop your strengths and explore current workplace opportunities and challenges.

Facebook Resource Groups (FBRGs)

FBRGs are inclusive communities that serve traditionally underrepresented groups. They are a catalyst to foster a diverse, inclusive environment to increase mutual understanding.

Workplace Groups

Workplace Groups are one of the primary ways we connect with others at Facebook. There are thousands of communities for you to join.



Time Away



Sick Time

If you're sick, we want you to log off so you can focus on your health! But, please let your manager know.



Holidays

We offer company-paid holidays throughout the year. The number of holidays observed depends on the timing of your internship program.*

*Interns completing an internship in the U.S. are not eligible for paid time off, which is different than company-observed holidays.

Convenience

CORPORATE HOUSING/HOUSING STIPEND You may choose between corporate housing (where available) or the local housing stipend. You will work with your Altair consultant to pick the best option for you!

WIFI Internet not up to speed? We offer up to USD \$75 (or equivalent) monthly internet reimbursement option for those working from home. Opted into Corporate Housing? Wifi will be automatically included!

WORK-FROM-HOME STIPEND You will receive a one-time USD \$1,000 payment (or local equivalent) pre-tax intended to cover your home office set-up needs.

FACEBOOK PERKS Save on home goods, technology and more, and share the discounts with your friends and family.

Facebook 2021 Medical Plan Chart



Employee Contribution Per Paycheck	EPO (In Network Only)
Employee Only	\$0.00
Employee + Children (up to age 26)	\$62.31

Benefits and Covered Services	EPO (In Network Only)
Overview	In Network
Lifetime Maximum	Unlimited
Annual Deductible Individual Family	None None
Annual Out-of-Pocket Maximum Individual Family	\$1,500 \$3,000
Doctor's Office Visit Primary care physician and specialist	\$10 copay
Telemedicine Visit	\$10 copay
Coinsurance	No coinsurance copay only
Preventive	In Network
Routine Adult Physical Exams/Immunizations	Covered in full
Routine Well Child Exams/Immunizations	Covered in full
Routine Gynecological Care Exams Includes Pap smear and related lab fees	Covered in full
Routine Mammograms	Covered in full
Routine Hearing Screening	Covered in full

Facebook 2021 Medical Plan Chart *Continued*



Benefits and Covered Services		EPO (In Network Only)
Physical Medicine		In Network
Physical, Occupational and Speech Therapy		\$10 copay
Acupuncture		\$10 copay
		Limited to 30 visits per year
Chiropractic		\$10 copay
		Limited to 30 visits per year
Hospital Care and Surgery		In Network
Emergency Room (ER)		
ER-necessary care		\$100 copay
Non-ER care in ER		50%
Urgent Care (UC)		
UC-necessary care		\$20 copay
Surgery		
Inpatient		Covered in full
Outpatient		Covered in full
Bariatric Surgery		Covered in full
Gender Affirmation Surgery		Covered in full

Facebook 2021 Medical Plan Chart *Continued*



Benefits and Covered Services		EPO (In Network Only)
Mental Health		In Network
Mental Health		
Inpatient		Covered in full
Outpatient		\$10 copay ¹
Substance Use Disorders		
Inpatient		Covered in full
Outpatient		\$10 copay
Autism Applied Behavior Analysis Therapy, Occupational Therapy, Speech Therapy and Music Therapy		\$10 copay Due to scarcity of in-network providers for these services, out of-network providers are covered and your copay is the same as an in-network provider.
Maternity Care		In Network
Initial Prenatal Visit		\$10 copay
Prenatal Care		Covered in full
Labs and Ultrasounds		Covered in full
Inpatient Maternity Care (Includes delivery/postpartum care and home birth)		Covered in full
Midwife		Covered in full
Lactation Consultations		Covered in full first 6 visits per 12-month period (Additional visits: \$10 copay)
Breast Pumps		Covered in full limited to 1 pump per calendar year

¹ Plan participants can see Lyra therapists through the medical plan with a \$10 copay even after they've exhausted the separate Lyra benefit. Participants also have access to a new medication management program starting Jan. 1, 2021.

Facebook 2021 Medical Plan Chart *Continued*



Benefits and Covered Services		EPO (In Network Only)
Family Planning		In Network
Fertility Services	Progyny provides all EPO plan members Family Planning Services. Contact your Progyny Care Advocate at 1-844-734-8366 to access these benefits and learn more.	10% 4 Progyny SMART Cycle lifetime max Progyny services include: consultation, testing (including PGS), 3 years of storage, access to Progyny's Patient Care Advocates and other additional resources
IVF Cycles		Fresh IVF Cycle = 1 Progyny SMART Cycle Embryo Banking/Freeze-All Cycle = 1/2 Progyny SMART Cycle Frozen Embryo Transfer Cycle = 1/2 Progyny SMART Cycle
IUI Cycles		1 IUI Cycle = 1/4 Progyny SMART Cycle
Cryopreservation (egg freezing)		10% 1 Egg Retrieval Cycle = 1/2 Progyny SMART Cycle
Storage (egg, embryo, sperm)		10% 3-year total storage maximum (based on continued enrollment)
Diagnostic and Other Services		In Network
X-Rays and Labs		Covered in full
Hearing Aids		Covered in full (covers 1 hearing aid per ear, every 2 years)
Allergy Testing		\$10 office visit copay
Allergy Injections		\$10 office visit copay
Home Health Care		Covered in full (limited to 120 visits per calendar year)
Hospice Care – Inpatient		Covered in full
Hospice Care – Outpatient		Covered in full
Durable Medical Equipment		Covered in full
Orthotics		Covered in full

Facebook 2021 Medical Plan Chart *Continued*



Benefits and Covered Services		EPO (In Network Only)
Prescription Drugs		In Network
Preventive Medications (contact carrier for list)		Covered in full
Prescription Drugs (Retail)		Generic: \$5 Preferred Brand: \$20 Non-Preferred Brand: \$35
		(up to a 90-day supply at any CVS Pharmacy for 2x the copay; up to a 30-day supply at participating pharmacies)
Prescription Drugs (Mail Order)		Generic: \$10 Preferred Brand: \$40 Non-Preferred Brand: \$70
		(up to a 31–90-day supply from CVS Caremark Mail Order Pharmacy)

Please refer to the Summary Plan Description (SPD) for specific requirements to be met for coverage. If there is any conflict between this document and the official plan documents, the official plan documents will govern. This document provides an overview of the Facebook plans and is not intended to be a complete list of services. For specifics, please open a case by visiting the People Portal > Support from the People Team.

Glossary

Copay	A set dollar amount you pay for some healthcare expenses, such as doctor's office and urgent care visits.
Preferred Brand-Name Medicines	Prescriptions that are brand-names but on your plan's preferred drug list. Non-preferred brand-name medicines aren't on your plan's preferred list and will cost more.
Out-of-Pocket Maximum	This is the most you ever have to pay for medical services during the year. If you hit this maximum, the plan will cover your in-network care at 100% for the rest of the plan year.