

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 60% of your gross monthly salary or 100% 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.

➤ Basic Term Life & Accident Insurance

Fully provided by SPLC. Benefit amount is two times your annual salary.

➤ Supplemental Life Insurance

You may purchase additional term life for yourself or your dependents at reasonable group rates.

➤ Supplemental Insurance

You may elect individual policies (cancer, accident, hospital, critical illness, etc.) through pre-taxed payroll deduction.

➤ Health Club Memberships

Center pays the initiation fee and 1/2 cost of the monthly membership fee for Center-contracted gyms/fitness centers.

➤ 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.

➤ 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 4% of your annual salary and adds a 6% discretionary contribution to your account.

UP TO **4%** is what the SPLC will match dollar-for-dollar of your annual salary. **+** **6%** is the amount in discretionary contribution the SPLC adds to your account.

TIME OFF

➔ Vacation Leave

3, 4 and 5 weeks per year depending on tenure. Caps at 180, 240 and 300 hours, respectively.

➔ Sick Leave

12 days per year. Caps at 240 hours.

➔ Personal Leave

2 paid days each calendar year
5 unpaid days each calendar year

➔ Holidays

14 days per year.

➔ Bereavement Upon Death of Immediate Family

5 days if traveling under 200 miles and 7 days if traveling 200 miles or more.

➔ Parental Leave

10 weeks of paid leave upon birth or adoption of, and in some cases, fostering with the intent to adopt, a child. If employed less than one year, new hires will receive the below pro-rated amount of paid leave:

- a. 11 months of service -nine (9) weeks
- b. 10 months of service -eight (8) weeks
- c. 9 months of service -seven (7) weeks
- d. 8 months of service -six (6) weeks
- e. 7 months of service -five (5) weeks
- f. 6 months of service -four (4) weeks
- g. Less than six (6) months of service -two (2) weeks

➔ Military Leave

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

CONTINUING EDUCATION

➔ Tuition/Educational Assistance

Reimbursement for employer-approved, job-related courses up to \$6,000.

➔ Professional Development

SPLC is committed to supporting the professional development of their staff through training programs, seminars, conferences, certifications and workshops.

➔ Employee Knowledge Center

300 professional development courses are available to you at no cost.

➔ Department/Team Building Retreats

Paid time away with department to re-energize, focus and strategize. Food and accommodations provided.

MISCELLANEOUS

➔ Relocation Assistance

\$6,500 available to newly-hired regular, full-time employees with a residence greater than 50 miles from their assigned site. Assistance in the amount of \$500 - \$1,500 is available to Fellows based on distance moved.

➔ Employee Discounts

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

➔ Holiday Party

Held in Montgomery for all employees. Accommodations provided for regional office employees and their guests.

➔ 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.

➔ Direct Deposit

Convenient direct deposit of your paycheck into one or more checking or savings accounts.

➔ Free Parking

No cost to park at any of our office locations.

➔ Free Beverages

Coffee, tea, and hot chocolate available in our kitchen areas at no cost.

➔ Relaxed work environment

Casual dress policy.