

Perks and Benefits

At eMoney, we're committed to supporting the whole employee—professionally, personally, and financially. Our robust benefits package empowers you to focus on what matters most.



Remote Work

We're proud to be a remote-first company with employees in more than 40 states across the country. Most of our team works from home, with office space available at our Radnor, PA headquarters.



Time Off

- **Paid Time Off:** Start with 20 days of PTO in your first year. Additional days are added after you complete two and five years.
- **Holidays:** Enjoy **12 company-paid holidays** each year—including your **birthday** and two floating holidays.
- **Voting Time Off:** Take two hours of paid time off to vote in elections.



Giving Back

We make it easy to support the causes that matter to you:

- **Employer donation match:** Up to \$200 per year per employee
- **Volunteer time off:** 16 paid hours annually to give back in your community



Flexible Work Allowance

Customize your work experience with a monthly **\$50 allowance (\$600 annually)**.



Medical, Dental, and Vision Coverage

- **Medical:** \$0 employee-cost option for high-deductible plan; PPO also available
- **HSA:** Annual contributions - \$900 (individual) or \$1,200 (family) with Fidelity investment options
- **FSAs:** Medical and dependent care options available
- **Dental & Vision:** Highly competitive dental and vision plans



Additional Benefits

- **Progyny*:** Fertility, family building, and menopause support
- **Wondr Health*:** Digital weight management and lifestyle program
- **Sword*:** Digital pelvic health and physical therapy
- **Pet Insurance:** Coverage for your four-legged family members
- **Paid Parental Leave:** Take up to four weeks of paid time off at after one year of employment



Company-provided Benefits

- Life insurance (One and one-half times your basic annual earnings, up to a max. of \$250,000)
- Short-term and long-term disability
- Identity theft protection
- Emergency travel assistance
- Employee Assistance Program (EAP)



Mental Health and Mindfulness

Free access to **Headspace** and **Headspace Care** for meditation, coaching, and clinical support.



Retirement Savings 401(k)

Benefits-eligible employees can enroll after 90 days of service. Once enrolled, you're **immediately 100% vested in eMoney's contributions**. eMoney matches 100% on the first 1% of eligible compensation and 50% on the next 5% (Roth & Traditional).



Educational Assistance

Get up to 100% reimbursement (max \$5,250/year) for approved continuing education opportunities that support your role and career growth.



External Training Allowance

\$1,000 yearly budget per employee to participate in external trainings. Use it for courses, workshops, or conferences that align with your career goals.



Rewards and Recognition

We believe great work deserves to be celebrated:

- **Pay-for-Performance** Philosophy backed by a culture of recognition
- **Excellence Awards:** Our highest honor issued by leadership. Individual recipients receive \$2,500, and team nominees each receive \$1,000
- **Peer Recognition:** Employees regularly celebrate one another through our internal rewards system

At eMoney, benefits are more than perks – they're part of how we invest in your success, your wellbeing, and your future. [Explore our current openings.](#)