

Employee Benefits

Etsy's success depends on our people. We strive to provide both competitive and inclusive benefits and compensation that support employees and their families throughout all stages of their lives. Our benefit and compensation programs are designed to maximize employee health, family, community, and wealth.

Healthcare & Wellness

- Health Insurance (100% of premiums covered by Etsy for employees and eligible family, available under both HDHP and PPO plans for low out of pocket cost)
- Dental benefits (100% of premiums covered by Etsy for employees and eligible family)
- Vision benefits (100% of premiums covered by Etsy for employees and eligible family)
- Fertility treatment inclusive of 4 full IVF cycles plus egg-freezing within our health plan
- Transgender health coverage including gender affirming surgery
- Annual work/life stipend for a variety of wellbeing, fitness, food, travel, and work from home expenses
- Mental healthcare for employees and their eligible family with 20 free therapy/mental health coaching sessions included
- Fully paid-for subscription to mindfulness meditation programming

Financial Wellness

- Equity, subject to terms/conditions of our Restricted Stock Unit (RSU) Program
- 401K employer match
- Discretionary performance bonus, subject to terms/conditions of Bonus Program
- Health Savings Account (HSA) employer contributions
- Flexible Spending Accounts (FSA)
- Employer paid life insurance, long-term and short-term disability coverage

Paid Time Off & Leave

- 20-25 vacation days per year (dependent on tenure)
- Unlimited sick/mental health days
- Fully paid 4 weeks of sabbatical leave every 5 years
- 26 weeks of fully-paid parental leave for all genders
- 100% paid family leave to care for ill family members
- 11 paid holidays per year
- Up to 26 weeks of fully-paid short-term disability leave

Family

- Subsidized backup care benefits to help working caregivers balance building careers, raising families, and/or elder care
- Adoption/surrogacy reimbursement for related fees and expenses up to a cap

Community

- 40 hours of fully paid volunteer time per year
- Donation matching
- Employee resource groups

While every effort has been made to ensure the accuracy of this benefits page, in the case of any discrepancy, Etsy's benefit plan documents and policies will prevail. The company also reserves the right to modify or terminate any benefit at any time.

