



November 2024

# Block Benefits

Every benefit we offer is designed with one goal:  
***empowering you*** to do the best work of your career  
while building the life you want.

That means competitive compensation that makes you an owner, health coverage that adapts to your needs, and the flexibility to work from wherever you thrive. Whether you're prioritizing planning a family, growing your career, or working across the globe, we've designed our benefits to support you at every step.

## Core US benefits for full-time employees

- Healthcare coverage (Medical, Vision and Dental insurance)
- Health Savings Account and Flexible Spending Account
- 401(k) Plan including company match
- Participation in Block's equity plan
- Employee Stock Purchase Program
- Monthly wellness allowance
- Paid parental, medical and caregiving leave
- Flexible time off for exempt employees
- Paid time off (including 12 paid holidays) for non-exempt employees
- Paid sick leave (1 hour per 26 hours worked (max 80 hours per calendar year to the extent legally permissible) for non-exempt employees and covered by our Flexible Time Off policy for exempt employees)
- Paid Life insurance, AD&D, and disability benefits

## Core global benefits for full-time employees

We aim for global consistency in employee benefits, time off and leave policies, while also tailoring to local requirements and market trends, ensuring equitable and context-sensitive support for all employees worldwide.

- Healthcare coverage (Medical, Vision and Dental insurance). In some countries, we provide employees with an allowance to cover the cost of acquiring a personal medical plan.
- Monthly wellness allowance and resources
- Retirement savings plans with company match
- Life insurance
- Paid time off
- Paid parental leave
- Global paid holidays

These benefits and other perks are further detailed in Block's policies. Full time roles are also eligible to participate in Block's equity plan subject to the terms of the applicable plans and policies, and may be eligible for a sign-on bonus. Pay and benefits are subject to change at any time, consistent with the terms of any applicable compensation or benefit plans.

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**Have questions about the benefits package in your location? Reach out to your recruiter!**