

2025 - 2026 Benefits & Perks Overview

At Eigen Labs, our mission is to build coordination engines that empower open innovation. This mission has a beginning but no end. We consider ourselves players in an infinite sum, infinite horizon game. We value your contributions and are happy to provide great benefits so you can focus on the task at hand. If hired outside of the US through an EOR, benefits will be offered based on specific country requirements and EOR offerings.

[Review the US Team benefits overview here](#)



Health Insurance: [US Team] Coverage begins on your first day at Eigen Labs. We offer medical benefits through UnitedHealth Care (+ Kaiser as an option for California based employees) for you and any eligible dependents with premiums covered at 100%. There are 3 plan designs to choose from.



Dental & Vision: [US Team] Coverage begins on your first day at Eigen Labs. Both Dental and Vision plans are through Guardian with premiums covered at 100% for employees and dependents.



401(k): [US Team] Eigen Labs offers a 401(k) through Guideline. Company match is up to 3% of comp, plus 50% of next 2% of comp for 4% max match.



Parental Leave: Eigen Labs offers 16 weeks of paid maternity leave and 10 weeks of paid paternity leave for full time employees employed with the company for a minimum of 6 months.



Life Insurance: [US Team] Eigen Labs covers the cost for a \$100,000 life insurance policy for each employee.



Disability Insurance: [US Team] Eigen Labs provides short and long term employer paid disability insurance.



WFH Stipend: As a new hire, you are allowed up to \$500 for reimbursement to cover any home office improvements you may need to support your work from home.



Wellness Stipend: Employees receive \$200 per month to your salary to cover any wellness-related expenses. Please note that this stipend will be classified as taxable income and can be used at your discretion.



Flexible Time-Off: With our take-what-you-need vacation policy, you don't accrue formal time off in a PTO or vacation bank. When you need time off, work it out with your team and get prior approval from your manager.



Additional Benefits: Employees have opportunities to attend remote and in-person company events, including a yearly off-site and holiday parties, covered by Eigen Labs. Additionally, we offer employee paid optional supplemental accident and hospital indemnity insurance plans.

Company Holidays 2026:

New Year's Day (Jan 1)

Martin Luther King Jr. Day (Jan 19)

Presidents Day (Feb 16)

Memorial Day (May 25)

Juneteenth (June 19)

Independence Day (July 3 & 4)

Labor Day (Sept 7)

Indigenous Peoples' Day (Oct 12)

Veterans Day (Nov 11)

Thanksgiving (Nov 26 & 27)

Eigen Break (Dec 24 - Jan 2nd)

Please note that Eigen Labs may amend or terminate, at any time, any of the benefits & perks outlined above. If there are discrepancies between this overview and the plan documents and/or contracts that describe each plan in legal terms, the plan documents and/or contracts will govern.