

U.S. Benefits



Being Healthy Today and Tomorrow

Dataiku's health and well-being program was built to holistically support our employees.

Our program highlights:

- Most medical, dental, and vision plans to fit your needs
- Employer-sponsored Health Savings Account contributions, and the option to enroll in pre-tax health and dependent care spending accounts
- Mental health resources with up to 6 no-cost therapy sessions per year through Spring Health, plus additional support through our Employee Assistance program
- Free membership to One Medical for you and your dependents
- 401(k) through Fidelity with employer matching
- Access to Peloton discounts



Finding Your Personal Balance

Work-life balance is one of Dataiku's core values. We respect each person's way of finding balance, providing flexibility and counting progress, not hours.

Our flexibility benefits include:

- 20 vacation days per year
- 11 holidays per year
- Time off for R&R & Wedding time off
- Quiet Fridays, every Friday after 2 p.m. local time no internal meetings scheduled
- A policy, unique to each team, that clarifies the status of each Dataiker based on preferred working styles: Office, Flex, SuperFlex, and Remote
- A work from anywhere policy that allows employees to work from their place of choice up to four weeks per year



Supporting Your Family

Family plays a large part of many of our team members' lives, and we want to make sure Dataikers are supported as they build and grow their families.

Our employees receive:

- 20 weeks of paid parental leave within the first year of birth for birthing parents
- 12 weeks of paid parental leave within the first year of birth/adoption for non-birthing parents
- Our health plans provide infertility coverage with up to 3 cycles of IVF
- Additional family planning support resources with up to a \$10,000 reimbursement of fertility and adoption expenses



Supporting Your Community

Building and supporting our community is at the heart of our values. We've developed our Ikgai.AI program (AI for good) to support the community and encourage our employees to give back to the causes they care about.

We offer:

- Volunteering opportunities coordinated by our social responsibility team
- Additional paid time off to volunteer



Growing Your Skills

Dedication to learning is another core value of Dataiku and we provide Dataikers with a number of possibilities to grow their skills and career with us.

Dataikers can:

- Attend weekly universities with internal and external speakers
- Grow their expertise with our dedicated sales, tech, and management enablement programs
- Learning and development budget for your professional growth
- Expense books, use in-office libraries



Living the #dataikulife

We're in this crazy adventure together and we want all Dataikers to share experiences and feel like the essential part that they are for this company.

This means:

- We're one team, all shareholders. We offer equity to all employees
- Onsite meals and healthy snacks
- Home office equipment provided
- Office happy hours in offices and virtually

Please note that this list is indicative only and is neither exhaustive nor a guarantee of the specific benefits listed.