



Pandora® offers a diverse, bright and innovative environment for our employees to explore the latest technology and resources to enhance our services. We strive to bring the best music experience to our listeners and we do this with teams of talented people who share a vision and a passion for working together.

To help our employees live and work well, Pandora provides a comprehensive employee benefits package and pays approximately 80% of employee health and welfare benefits premiums.

New full-time employees are eligible for benefits on the first of the month following, or coinciding with, their date of hire and may enroll their spouse or domestic partners as well as children to age 26.

To learn more about the benefits available to Pandora's employees, contact Human Resources.

Comprehensive Medical Plans

Choose from two medical plans insured by Blue Shield of California, including a PPO plan and a Consumer-Driven Health Plan. California employees may also choose a Kaiser HMO plan.

Guardian Dental Plan

Guardian offers a PPO plan with in- and out-of-network coverage. The plan includes orthodontia benefits for adults and children.

Vision

Comprehensive vision insurance is provided by VSP. Eye exams, lenses, contacts and frames are covered every 12 months.

Health Care & Dependent Care Spending Accounts

Set aside pre-tax dollars to pay for qualified health care and dependent care expenses.

401(k)

Employees can contribute to a Fidelity traditional and/or Roth 401(k) account with a wide range of investment options.

Employee Stock Purchase Plan

Pandora Employees can elect to purchase Pandora stock at a discounted price through payroll contributions.

Parking & Mass Transit Accounts

Use pre-tax dollars to offset parking and transit expenses. Pandora will contribute \$50 per month towards public transportation costs.

Holidays

Pandora offers 12 paid company holidays each year.

Maternity, Paternity and Family Leaves

Pandora employees can receive up to 12 weeks of paid leave to bond with a new child or care for a seriously ill family member.

Paid Time Off & Sick Time

Employees receive 15 days of PTO per year for new hires to 3 years of service; 20 days of PTO for 3 years of service or more. Pandora offers unlimited sick time.

Volunteer Time Off (VTO)

Pandora employees receive 40 hours of VTO per year to volunteer in the community.

Life and Disability Insurance

Life insurance at one times base salary, and disability insurance that replaces 66.66% of weekly or monthly income are fully paid by Pandora.

Health Advocate

A special benefit to help you and your entire family navigate the healthcare system and maximize your healthcare benefits.

Employee Assistance Program

Free, confidential help and support with life's daily challenges.

Business Travel Accident

Coverage is provided in the event of an accident while traveling on behalf of Pandora.