

Benefits & Perks

Revance recognizes that our employees are the key to our success. Our objective is to provide our employees a choice in quality benefits that are competitive, cost efficient, with the flexibility to meet employees' life needs.

We provide the following:

Health

- Medical: Kaiser HMO / Anthem PPO | CDHP (company pays up to 95% of premiums)
- Dental: Guardian PPO
- Vision: VSP PPO

Income Protection

- Company paid
 - Life Insurance
 - Short-Term disability
 - Long-Term disability
- Voluntary Employee Life Insurance
- Voluntary Spouse Life Insurance
- Voluntary Child(ren) Life Insurance

Pay for Time Away

- Vacation:
 - Exempt (salaried) employees: Unlimited Flex Time Off (FTO)
 - Non-Exempt (hourly) employees: 15 days per year pro-rated based on start date
- Sick: 8 days per year
- Paid Leave:
 - Up to 2 weeks – Personal Leave
 - Up to 4 weeks – Parental Leave

Tax Savings and Retirement

- 401(k) Safe Harbor Plan – employer match with immediate vesting
- Employer contributions towards HSA
- Pre-tax Health Savings Account - HSA
- Pre-tax Flexible Spending Accounts - FSAs

- Pre-tax Commuter Accounts

Compensation

- Annual Bonus program
- Employee Stock Purchase Plan
- Long-Term Incentive – RSAs
- Rewards and Recognition program
- Education Assistance program

Workplace Perks (vary by location)

- Chair massage
- Onsite fitness center and classes
- Weekly gourmet lunch
- Complimentary snacks and beverages
- Annual Health and Wellness Fair
- Campus café
- Laundry service
- Free shuttle bus to BART
- EV Charging Stations
- Free parking

Other Benefits

- Employee Referral program
- Legal and Identity theft services
- Select Matching Gift Drives
- Life/Behavioral health programs

Join the Team

- We are always looking for great talent to join our team. To learn more about a career at Revance, please visit us at: <https://www.revance.com/careers/>