



FAMILY FRIENDLY

stok is a family, but we recognize that you have another family outside of the office. In order to support a healthy and balanced family life, we offer a number of supportive, family-friendly benefits.

Maternity, paternity & parental leave

The State of California provides new mothers with 6 weeks of disability at 55% pay, and an additional 6 weeks of Paid Family Leave (PFL) at 55% pay. stok covers the remainder of your pay during that period to allow (and encourage) new mothers to take three months of paid maternity leave. We also offer the same addition to PFL for all other new parents, plus an additional 2 weeks paid and 4 weeks unpaid & employment-protected time-off, to allow for 2 months of paid and 3 months of employment-protected paternity & parental leave.

Leave	Disability		Paid Family Leave		Extra		Total
	EDD	stok	EDD	stok	stok	stok	
Maternity	6 weeks 55% pay	6 weeks 45% pay	6 weeks 55% pay	6 weeks 45% pay			12 weeks paid
Paternity & Parental			6 weeks 55% pay	6 weeks 45% pay	2 weeks 100% pay	4 weeks 0% pay	8 weeks paid 4 weeks unpaid

Work / life flexibility

Our flexible policies allow parents (and anyone else!) to work from home as often as they want, and at any hour of the day, given client needs are met. Plus, as long as you work 1,888 hours a year, you can take as much vacation time as you want.

Mother's room

Our neighbors at DPR have a Mother's Room on the second floor of their office. All stok team members have access to this room during DPR's business hours (9:00am – 5:00pm).