



# Improving lives, not profits

## Because we all deserve to feel safe and in control online

As the ways we connect online become more complex, people grow more uneasy of tech giants who seek to control what we use and see. They fear surveillance, identity theft and worse, and are looking for an organization they can trust to help them take control of their lives online. They want products that serve their needs and not the needs of some corporation.

At Mozilla, we fight to keep the internet an open global public resource. Through our products and actions, we're creating critical tools for individuals to shape their own safe, empowered and independent internet experience.

## Are you Mozillian?

Hundreds of millions of people use our products every day. To serve them, we're looking for driven, inventive, action-oriented people to help build a suite of high-performing consumer products that put those users' interests first. Interested?

Then join us. We're a global pack of do-gooders, rabble-rousers and passionate defenders of the web. We create products that empower users and take actions that model how organizations can work. We're open-hearted, open source, borne from community and committed to serving it.

We offer a unique, flexible work environment where individual contribution and impact produce results greater than a paycheck and benefits. But pay and benefits are important, so we offer market-competitive salaries and cash-based incentives as well as a full stack of benefits. Let us show you how they work.

## Our Culture

When we talk about our culture, we start with the baseline expectation at the heart of our Community Participation Guidelines: we will respect one another in all of our interactions. From there, we describe the behaviors we want to see people demonstrating each day.

### User first-ing

Organizing our work around solving user problems

### Including

Seeking out diverse points of view

### Inventing

Making new, better things informed by data and testing

### Driving

Identifying or being the decision maker

### Shipping

Delivering work with speed and purpose

### Hacking

Overcoming limitations

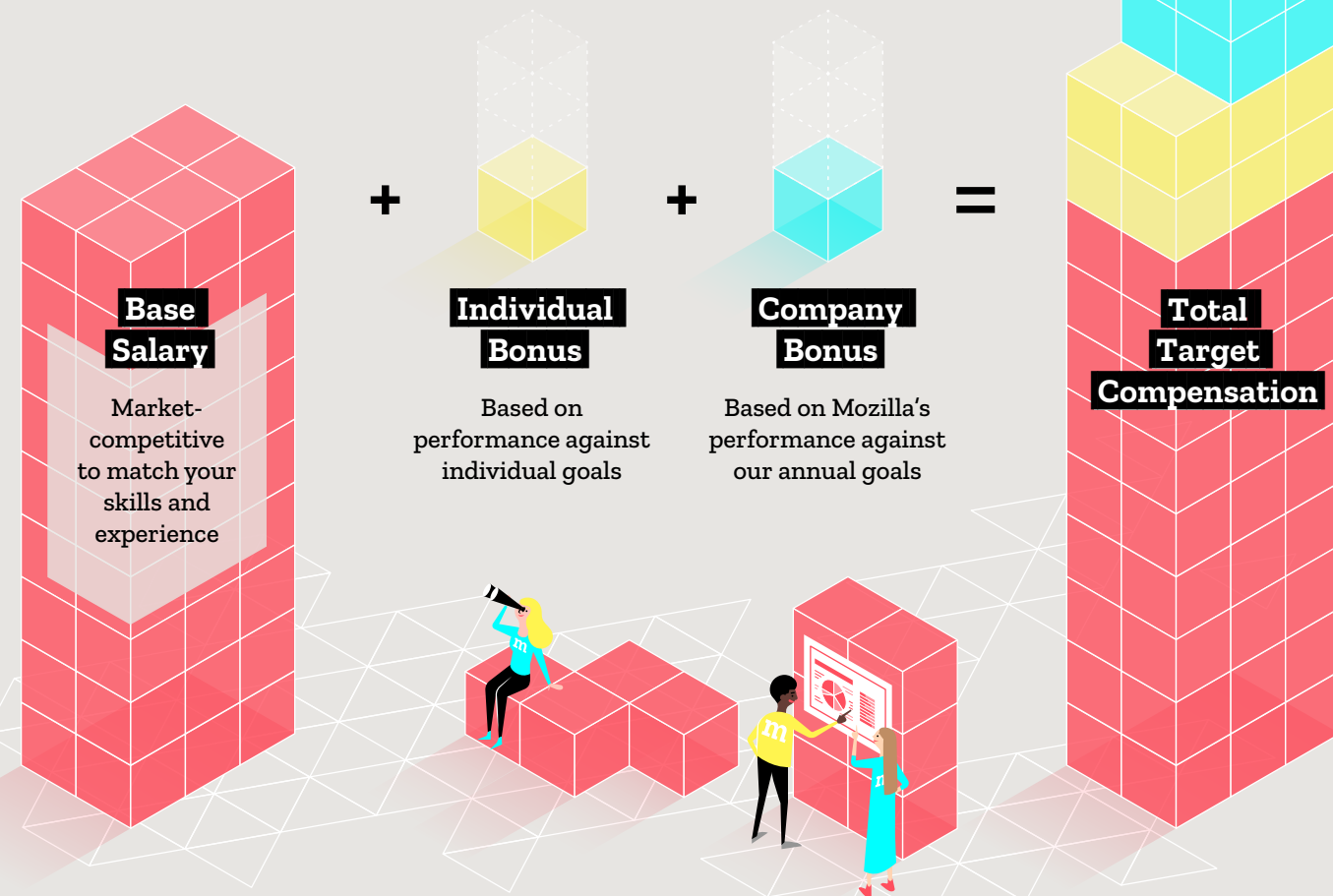


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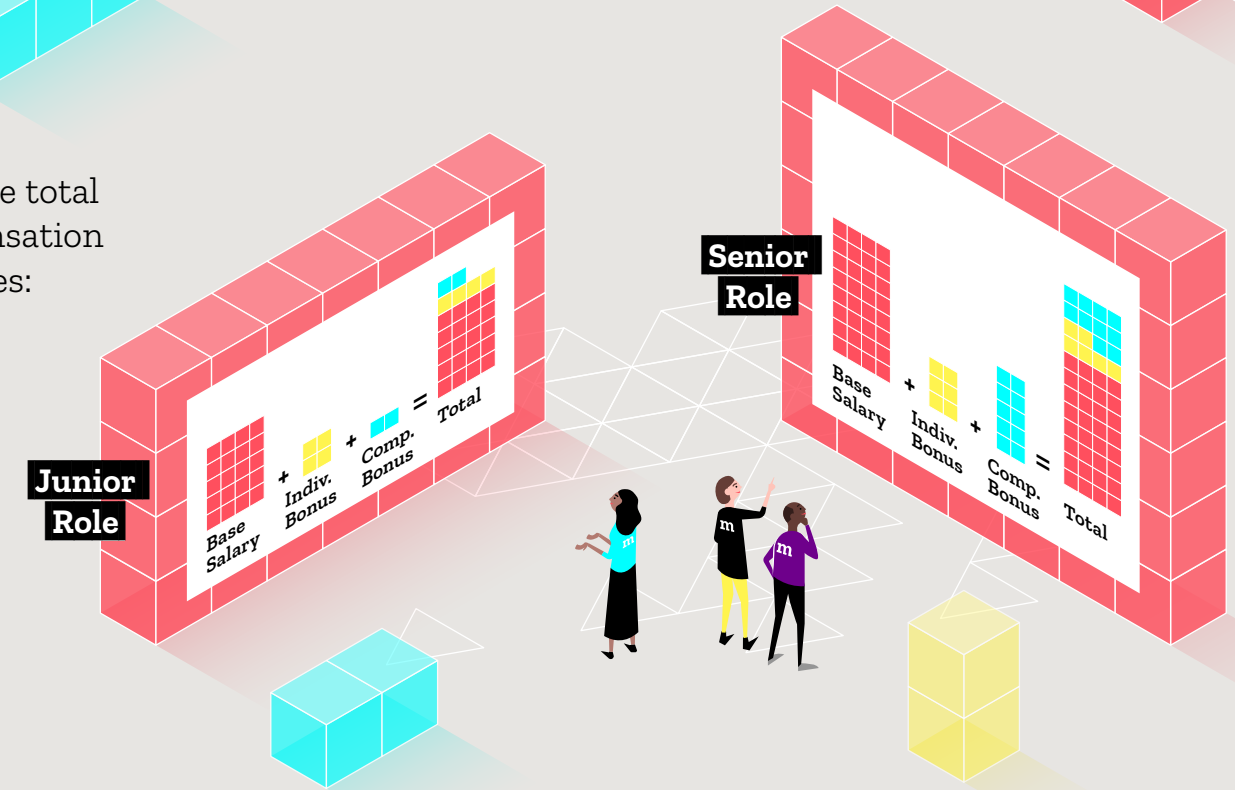
## Compensation and Rewards

We offer a unique, flexible work environment where individual contribution and impact results in more than a paycheck and benefits; it results in meaningful change.

But a paycheck and benefits are still important. We benchmark pay for most employees to a set of high-performing companies in our market and reward them further for outstanding individual performance. We simultaneously believe Mozilla, and thus our mission, benefits when we work together for the good of the overall company. Here's how our compensation reinforces both of those things:



Example total compensation packages:



## Benefits: The full stack

In addition to being remote-work friendly, we offer a benefits package to rival our rivals, designed to help our employees and their families feel safe, cared for and well-prepared for the future:

- » Industry-leading paid parental leave and health benefits
- » Flexible work arrangements
- » Family-friendly twice-annual "All Hands" events hosted around the globe
- » Wellness and assistance programs that cover family, too
- » Paid time off for vacations, bereavement, jury/civic/military duty and your birthday
- » Reimbursement for professional development
- » Catered lunch in our offices

## Need more information?

Your recruiter can share detailed explanations of all the elements of our compensation, rewards and benefits plans.