



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 day of the month following, or coinciding with, their date of hire and may enroll their spouse or domestic partner as well as children under 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 from Blue Shield and Kaiser HMO plans.

### 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

Choose between a basic or enhanced vision plan through VSP. Eye exams, lenses, and contacts or frames are covered every 12 months on the base plan. Both frames and contacts are covered within the same 12 month period on the enhanced plan.

### Health Care & Dependent Daycare Spending Accounts

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

### Parking & Mass Transit Accounts

Use pre-tax dollars to offset parking and transit expenses.

### Life and Disability Insurance

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

### Employee Assistance Program

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

### Business Travel Accident

This benefit provides coverage in the event of an accident while traveling on behalf of Pandora.

### Holidays

For 2013, Pandora offers 12 paid company holidays.

### Paid Time Off

15 days per year for new hires to 3 years of service; 20 days for 3 to 5 years of service; 25 days for 5 years of service and more.

### Volunteer Time Off (VTO)

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

### Sick Days

Pandora offers unlimited sick days.