

# 7 tech companies with great vacation policies

How does unlimited time off or a vacation stipend sound?

Catherine Conlan | July 06, 2015

([http://oas.monster.com/RealMedia/ads/click\\_lx.ads/us.monster.en/niche/technology/a/7-tech-companies-great-vacation-policies-0706/454710999/Middle1/default/empty.gif/46786b4d325657616e6f30414147727a?x](http://oas.monster.com/RealMedia/ads/click_lx.ads/us.monster.en/niche/technology/a/7-tech-companies-great-vacation-policies-0706/454710999/Middle1/default/empty.gif/46786b4d325657616e6f30414147727a?x)).



Tech companies are known for their in-office perks – ping pong tables, beer Fridays and other fun stuff. Some tech companies offer great vacation policies, too, and require employees to take time away from work to unplug and relax. Companies use these policies to attract and retain top talent – and help employees find balance.

If you're looking for better work-life balance, these seven companies have plenty to offer.

### Grid Connect

Naperville, Illinois-based [Grid Connect](http://gridconnect.com/) (<http://gridconnect.com/>)

takes a fairly common tech industry approach to vacation time: Unlimited paid time off. "The unlimited vacation policy and flexible work schedule allows employees to take time off to spend with their families on vacations, at their children's sports games, or just being able to get off work in time to pick their kids up from school or daycare," says marketing manager Brittney Borowicz.

Employees typically take about two weeks off over the course of the year, but they also take time here and there to come in later or leave early to take care of personal needs without having to track their hours. In addition to taking time off to recharge, employees have used time to volunteer at summer camps or to work with different charities and relief efforts, Borowicz says.

The policy has helped with recruiting and retention, Borowicz says. "It's a relief for any job hunter to know that a company values their employees' time outside of work and allows them to take the time needed to maintain both a career a personal life."

### FullContact

Denver-based [FullContact](https://www.fullcontact.com/) (<https://www.fullcontact.com/>) gives its employees a \$7,500 vacation stipend each year, says Director of Corporate Communications Brad McCarty. The only requirement is that employees actually go on vacation and unplug from work – no checking emails or calling the office. The policy started in 2012 after CEO Bart Lorang saw [a picture of himself on vacation](https://www.fullcontact.com/blog/paid-paid-vacation/) (<https://www.fullcontact.com/blog/paid-paid-vacation/>), riding a camel with pyramids in the background, checking email on his phone, and realized things had to change.

***FullContact is looking for a Product Designer in Denver, Colorado.*** (<http://job-openings.monster.com/monster/3ac2873a-0d52-4206-ac5d-a3537c01931e?mescoId=2700407001001&jobPosition=1>)

Offering a vacation stipend sends a message that time off is a priority. "We have a company that takes our employees seriously, almost as much as what we produce," McCarty says. "We focus on the best ways to keep employees happy and healthy. If they're not getting away and disconnecting periodically, we're not getting their best work."

### Spredfast

Austin, Texas-based [Spredfast](https://www.spredfast.com/) (<https://www.spredfast.com/>) also offers unlimited vacation, says Vice President of HR Carol Howard. And the company embraces a remote-work environment, which provides employees with even more flexibility. The company's value of "freeresponsibility" means it believes everyone is responsible and will do their work, Howard says. The culture of respect and teamwork helps ensure others step up when people take time off, and employees coordinate their own leave to maintain staffing levels.

***There are a variety of positions open at Spredfast.*** ([http://jobsearch.monster.com/Spredfast\\_6?sf=20](http://jobsearch.monster.com/Spredfast_6?sf=20))

There are 649 sitters in your area. Join today and start your **free** search.

Join Now!

Find Better

REGISTER WITH **MONSTER**

REGISTER NOW



([http://my.monster.com/Become-Member/Create-Account/?re=nv\\_gh\\_trnbm\\_%2FLogin%2FSignIn](http://my.monster.com/Become-Member/Create-Account/?re=nv_gh_trnbm_%2FLogin%2FSignIn))

MEMBERS LOG IN

LOG IN



(<https://login.monster.com/Login/SignIn?r=http%3A%2F%2Fhome.monster.com%2F>)

Safari/Chrome/Internet Explorer Saver  
Click to Start Flash Plug-in

Education Opportunities

EDUCATION PROGRAMS TO FIT YOUR PROFESSION.



-- Area of Interest --

-- Degree Of Interest --

Enter zip code

Get Info

## Tilt

San Francisco-based [Tilt](https://www.tilt.com/) (<https://www.tilt.com/>) offers an unlimited vacation policy, with a requirement that employees use at least 15 days a year, says PR Manager Natassia Costa. California's complicated time off laws require the company track 15 accrued vacation days, and employees are allowed to take up to 10 days off even if they haven't accrued them yet. The company reviews vacation requests in June and informs employees who haven't planned 15 days off that they need to do so.

## Facebook

Some of [Facebook](https://www.facebook.com/) (<https://www.facebook.com/>)'s vacation policies vary by location, according to the company's website (<https://www.facebook.com/careers#locations>). Employees at most of Facebook's U.S. locations get 21 vacation days, 11 company holidays and "sick days when you need them."

***There are a variety of open positions at Facebook*** ([http://jobsearch.monster.com/Facebook\\_6?sf=20](http://jobsearch.monster.com/Facebook_6?sf=20)).

## Twitter

According to a May 2015 [Forbes](http://fortune.com/2015/03/21/great-vacation-policies/) article (<http://fortune.com/2015/03/21/great-vacation-policies/>), San Francisco-based [Twitter](https://twitter.com/) (<https://twitter.com/>) offers unlimited time off in addition to 10 company holidays. The company doesn't track how much time employees take off and trusts them to know their own needs, the article says.

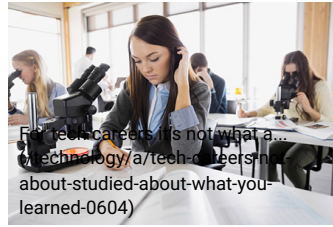
***There are a variety of open positions at Twitter.*** ([http://jobsearch.monster.com/Twitter\\_6?sf=20](http://jobsearch.monster.com/Twitter_6?sf=20)).

## Cisco

According to the same [Forbes](http://fortune.com/2015/03/21/great-vacation-policies/) article, San Jose, California-based [Cisco](http://www.cisco.com/) (<http://www.cisco.com/>) offers 30 days of paid vacation. It also offers 16 hours of floating holidays and 20 days of general PTO. The company noted that the average amount of days taken per year is 15.

***There are a variety of open positions at Cisco.*** ([http://jobsearch.monster.com/cisco\\_6?sf=20](http://jobsearch.monster.com/cisco_6?sf=20)).

## You may also want to read



## Monster Resume Writing



Get a Better Resume  
([http://monsterres.careerperfect.com/?msource=homepage\\_job-win\\_12.2010](http://monsterres.careerperfect.com/?msource=homepage_job-win_12.2010))  
Get a job with a job-winning resume crafted by our experts.

## Comments

By commenting, you agree to Monster's [privacy policy](http://inside.monster.com/policy/inside2.aspx) (<http://inside.monster.com/policy/inside2.aspx>), [terms of use](http://inside.monster.com/terms-of-use) (<http://inside.monster.com/terms-of-use>) and use of cookies.

0 Comments niche

 underblueskies ▾

 Recommend  Share

Sort by Best ▾



Start the discussion...

Be the first to comment.

 Subscribe

 Add Disqus to your site

 Privacy