

2025 Zillow Mexico Benefits At-A-Glance

Zillow benefits are a promise of support and security for every unique individual and family member who chooses to call Zillow home. Zillow is committed to designing benefit programs that create a sense of belonging, represent our dynamic, innovative & inclusive culture, and care for our community through every chapter of life's incredible journey.

Zillow Mexico will make the required employer contributions into IMSS, INFONAVIT, and AFORE. You will be responsible for your portion of contributions and those will be deducted from your pay as needed.

Health Care

Benefits include comprehensive major and minor medical, dental, vision and life insurance, funeral assistance and mental health & wellbeing benefits. These benefits are of no cost for you and your eligible dependents.



Initial Work-From-Home Setup

You will receive a one-time payment of \$20,700 MXN to cover work-from-home setup expenses and to help offset the impact of taxes that may be incurred from the receipt of this payment.

Work-From-Home Monthly Allowance

You'll receive a monthly allowance of \$1,250 MXN for work-from-home expenses to cover electricity, internet, and cell phone expenses.

Pantry Vouchers

Zillow offers a Pantry Voucher benefit administered through Pluxee. Employees receive a \$1500 MXN (not taxed) deposit monthly via a Pluxee provided card.



Parental Leave

For Zillow Mexico, it is important to continue valuing family, we have adapted a parental leave that is one of a kind for Mexico. For non delivering parents, we will provide 12 weeks 100% paid baby bonding leave that can be taken all at once or in full week laps within the first year. For delivering parents we are adding a 12 weeks additional to the 8 paid legal weeks provided by law.

Vacation

Vacation will be provided after one year of service and will increase each anniversary. A 25% premium will be paid to accrued vacation days on your work anniversary. The amount of vacation will be determined based on the following schedule:

Completed Years of Employment	Number of Vacation Days
1	15
2	17
3	18
4	19
5	20
6	22
7-15	25
16-20	26
21-25	28
Vacation time shall increase by 2 days for every additional 5 years of service.	



Holiday

We offer 13 paid holidays.

Aguinaldo

We offer a Christmas bonus valued at 30 days' base pay which will be paid on or prior to December 20th.

Paid Sick Time

You will accrue 1 hour for every 30 hours worked and up to 6 days per year.

Floating Days

Upon hire, you will be granted three weeks (15 days) of time off available to use as floating days off. Upon your anniversary, this time will no longer be available and will not continue after the one year anniversary.