

**12 Weeks  
Parental Leave**

12 weeks of paid leave for all parental caregivers for birth or adoption of a new child + an additional 4 weeks paid leave for birthing parents (for a total of 16 weeks) to aid in physical recovery time.

**10 Weeks  
Military**

10 additional weeks of paid family & medical leave that can be used in support of an immediate family member who is deployed for active military duty.

**Work  
Where  
You Want**

The flexibility to choose to work from home, in an office, or a hybrid schedule, allowing employees to do their best work where they see fit with a \$600 annual stipend for each employee toward the cost of maintaining a home office.

**Generous  
Time Off**

Flexible PTO, 9 paid holidays + closed the last week of the year, fully paid.

**1 Week  
Bereavement**

1 week paid bereavement leave.

**Focus on  
Health**

Annual \$600 wellness stipend so that our team prioritizes mental and physical wellness.