

kinship

# The Perk Pack



# How we look after our pros

Our team brings their unique talent, energy, and ideas to Kinship. So, we work to take care of them and their families too. All full-time Kinship Associates receive:



## Limitless PTO

Unbridled passion and hard work is rewarded with as much Personal Time Off as people need to recharge, and stay happy, healthy, and energized.



## Hybrid Work Schedule

Our associates work in-office three days per week on average, to collaborate, meet in person, and build organic relationships.



## Wellness Benefits

Associates receive a \$100 monthly stipend to spend on wellness products and services. We also offer four wellness weekends per year so our associates can relax and recharge over the course of a long weekend.



## Kinship Sabbatical

Every five years, associates can take an eight-week, fully paid sabbatical to travel, learn new skills, or just chill.





## Parental Leave

Is anything more important than caring for your Kin? All associates can take some time to welcome a new family member (biological or adopted) with 16 weeks of 100% company-paid parental leave.



## Pet Benefits

Pets are family too (obviously). To help our people be the best pet parents they can be, we offer paid leave to care for new pets, flex days for vet visits and training, and bereavement leave when the time comes. We also offer a generous stipend on all of our pet products.



## Medical, Dental, and Vision insurance

We offer comprehensive, above-industry-average medical, dental, and vision benefits—including robust mental health coverage and support. Plus, completely employer-funded short-term and long-term disability coverage and life insurance.



## 401(k) Match

Through Fidelity Investments, we offer 401(k) matching up to 3.5%.



## Commuter Benefits

Office-based associates receive a \$50 monthly commuter stipend to cover everything from subway rides to parking costs. They may also elect to contribute more through our pre-tax commuter benefits platform.



## Volunteer Days

Everyone at Kinship can take up to three paid days per year to volunteer with organizations and groups of their choice.



## Charitable Contributions Match

Kinship matches up to \$500 of individual charitable donations per year. Plus, the first \$50 is on us—and we'll send you funds to donate to the organization of your choice on every work anniversary.



## Purposefully Inquisitive Fund

Curious about learning a new skill? Or want to focus on furthering your professional growth? We offer a \$2,000 annual stipend for associates looking to expand their horizons. Use it for language lessons, photography classes, continuing education costs, and more.



## Discounts for Kin

Everyone at Kinship receives special rates on pet insurance, discounted prices on Mars products, and more.

# Want To Learn More?

Contact [talent@kinship.co](mailto:talent@kinship.co)

