



## Paid Time Off & Sick Days

### Paid Time Off

We want to both cherish our team members and their families, and also create an environment that prioritizes rest and mental health. That's why we offer a generous Paid Time Off policy - it's all for you.

- Three weeks vacation, available upon hire
- Eight company wide holidays + two floating holidays, available for use whenever. Our motivation and desire is to respect your decision to celebrate any holidays you'd like.
- *Veteran's Day - veterans only*

### Sick Days

If you do not feel well, we want you to stay home and rest. Because of that, we offer an unlimited sick days policy.

When you're sick, we trust you'll stay home and rest until you're healthy and able to come back to work.

### Short Term Disability

If you're out sick for longer than five days, you can apply for Short Term Disability.

Our short term disability policy covers your base salary at 100% for up to 90 days - at no cost to you.

Be sure to reach out to your manager or the HR department for more information.