

# How We Care For Staff

We know that in order to be ready to serve our fellow New Yorkers, our team members must first be provided for themselves.

That's why we offer not only the benefits you need to care for your health, but also benefits that will help you grow: whether in your career, your finances, or your family.



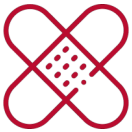
## Medical, Dental, & Vision Insurance

Choose the medical, dental, and vision insurance plans that best fit the health needs of you and your family.



## Flexible Spending Account (FSA)

With our Flexible Spending Account, put aside your hard-earned money pre-tax, to pay for essential health expenses.



## Life & Disability Insurance

Be prepared for anything with employer-funded life insurance and short- and long-term disability insurance.



## Commuter Benefits

Breathe easy on your way to and from work by setting aside pre-tax funds for transit and parking expenses.



## Supplemental Insurance

Stay well-protected with policies for life, accident, and hospital insurance, identity theft protection, and legal assistance.



## 403(b) Retirement Account

Plan for the future you want with our 403(b) retirement account, and increase your savings with our employer contribution.



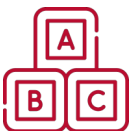
## Paid Time Off & Holidays

Recharge your batteries with our generous paid time off policy, company holidays, and additional Summer Days.



## Financial Planning Resources

Set yourself up for success with personal finance webinars and courses, budgeting tools, and free access to financial coaching.



## Parental Leave

Recuperate and bond with your new child with our paid parental leave policy, available to both mothers and fathers.



## Hybrid Schedule Opportunities

Each team is different, but team members in remote-eligible roles often have the opportunity to work a hybrid schedule.



## Mental Health Reimbursements

To ensure our staff is prioritizing wellbeing, we provide limited reimbursement for monthly counseling sessions.



## Talent Development Program

Invest in yourself with a talent development program designed to help you build new skills, and free access to LinkedIn Learning.



## Employee Assistance Program

Our EAP provides access to free confidential counseling, referral services, mindfulness/wellness resources, and more.



## Public Service Loan Forgiveness

Employees of The Bowery Mission, a 501(c)(3) not-for-profit organization, may qualify for federal student loan forgiveness.