

Some of our U.S. Employee Benefits



Health

Premiums paid by Polen Capital.
Coverage effective first of month following date of hire.
In-Network & Out-of-Network coverage.

- **Medical Insurance**
Including annual HSA contributions.
- **Dental Insurance**
Including orthodontic coverage.
- **Vision Plan**
Including allowances for frames & contact lenses.



Giving Back

- **Matching Gifts Program**
Dollar-for-dollar donations to qualifying non-profit organizations (for employee contributions between \$50 and \$5,000 annually).



Financial

- **401K**
Profit sharing plan.
- **Financial Planning**
Financial planning subsidy & services.
- **Short Term Disability, Long Term Disability**
Premiums paid by Polen. Monetary benefits to help maintain normal lifestyle beyond elimination period for covered disabilities, injuries/sicknesses (whether occur on or off the job).
- **Basic Life & AD&D**
Premiums paid by Polen. All benefit eligible employees covered under group Basic Life and AD&D plan.
- **Voluntary Life & AD&D**
Premiums paid by employee. Available to all employees seeking additional coverage.



Mind

- **Coaching**
Boon Health coaching sessions paid by Polen Capital (professional development, mental wellness & more).
- **Annual Learning & Development Budget**
\$5,000 annual learning & development budget (webinars, conferences, coursework, etc.).



Lifestyle

- **Results Only Work Environment (ROWE)**
Balance accountability & autonomy. Measuring team members by performance—not presence in office or hours worked.
- **Unlimited PTO and Volunteer Hours**
Team members manage workdays, time off and giving community service hours as they see fit.
- **Parental Leave**
All parents receive up to 12 weeks of fully paid bonding leave. Birthing mothers receive an additional 6-8 weeks of paid STD dependent on medical need.
- **Women's & Family Health**
Lifetime maximum reimbursement up to \$10,000 for eligible fertility, surrogacy, adoption, maternity (travel, medical and Rx), and menopause expenses plus specialized support for planning, starting & raising a family.
- **Dependent Care FSA**
Withhold up to \$5,000 from paychecks for eligible services (\$2,500 for married individuals filing separate tax returns).
- **Commuter Transit Benefit**
Eligible transit costs taken from paycheck before taxes.
- **Parking Freedom Plan (Back Bay)**
Parking program that covers parking rate of \$27/day
- **Tuition Reimbursement**
50% of qualified tuition (up to \$5,250/calendar year).
- **Fitness Reimbursement**
Receive up to a \$75 fitness reimbursement per month for gym membership, fitness subscription or boutique/group fitness classes.