

# 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
- **International Health Coverage**  
Coverage for international business travel, extends to spouse & dependent children (airfare, hotel must be purchased by Polen & reimbursed by employee prior to business trip)



## Lifestyle

- **Results Only Work Environment (ROWE)**  
Balance accountability & autonomy. Measuring team members by performance—not presence in office or hours worked.
- **Unlimited PTO**  
Team members manage workdays & time off as they see fit
- **Paid Parental Leave: Polen Capital**  
12 weeks paid leave (to run concurrently with any FMLA leave taken)



## Mind

- **Coaching**  
Boon Health coaching sessions paid by Polen Capital (professional development, mental wellness & more)
- **Employee Assistance Program**  
Premiums paid by Polen. Access to support, guidance & resources provided by Work-Life Matters, including behavioral health visits for family members.
- **Annual Learning & Development Budget**  
Eligible for annual \$5,000 learning & development budget (webinars, conferences, coursework, etc.)



## Financial

- **401K**  
Profit sharing plan
- **Financial Planning**  
Financial planning subsidy and 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.
- **Dependent Care FSA**  
Withhold up to \$10,500 from paychecks for eligible services (\$5,250 for married individuals filing separate tax returns)
- **Commuter FSA (Boston)**  
Eligible commute costs taken from paycheck before taxes
- **Tuition Reimbursement**  
50% of qualified tuition (up to \$5,250/calendar year)
- **Company Paid Holidays**



## Giving Back

- **Matching Gifts Program**  
Dollar-for-dollar donations to qualifying non-profit organizations (for employee contributions between \$100-\$2,500 annually)
- **Polen Cares**  
Volunteer opportunities with both local & nationwide social awareness initiatives