

Your Zipster benefits



Write your story.



WORK LIFE BALANCE

Remote-first/hybrid working culture



Combine time spent in our NYC hub office with work from home. Our 'remote-first' and hybrid working models give Zipsters opportunities to connect, while still providing flexibility and choice. Don't forget to take advantage of the pre-tax commuter savings benefit!

Work from anywhere



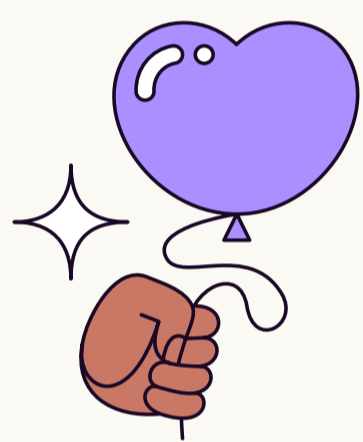
Depending on the nature of your role and your working rights, you may be able to work in a location that suits your circumstances, globally or domestically, for up to four weeks per year. Zipsters are also eligible for a \$500 stipend every two years to outfit or upgrade your WFH setup.

Additional leave



Enjoy birthday leave on us, plus up to two days cultural or religious leave each year, with the option to apply for unpaid leave should you need it.

WELLBEING AND LIFESTYLE



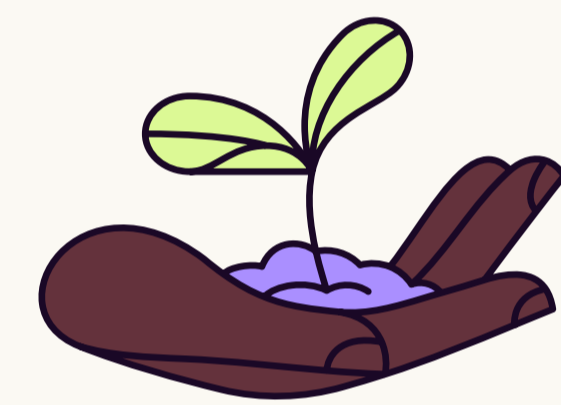
Powerful Healthcare Access

We offer a variety of premium-free, high-quality healthcare plans, sick leave, plus an annual wellness stipend so you can recharge, focus on your mental health and/or an activity of your choice that supports your wellbeing.



Leading Family Support

Including miscarriage bereavement leave, domestic abuse leave and generous paid parental leave with flexible return-to-work options.



Mental Health and Wellness

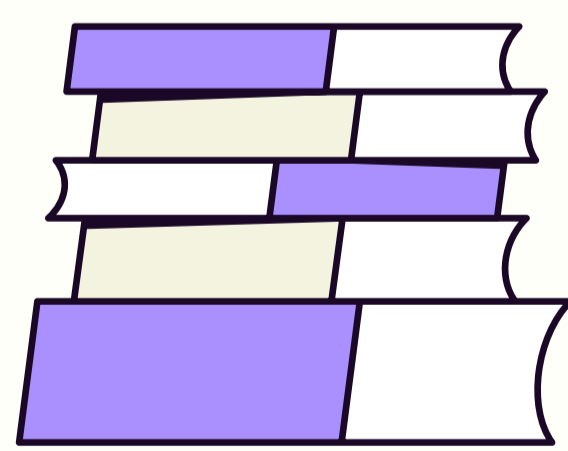
Free access for you and family members to our Employee Assistance Program and one wellbeing day per quarter. With birthday leave, sick leave, and 20 days paid leave, that's up to 33 days off a year!

CAREER DEVELOPMENT AND RECOGNITION

Zipstars



Celebrate your wins with our Recognition Program, with the freedom to choose how you're rewarded.



Professional development

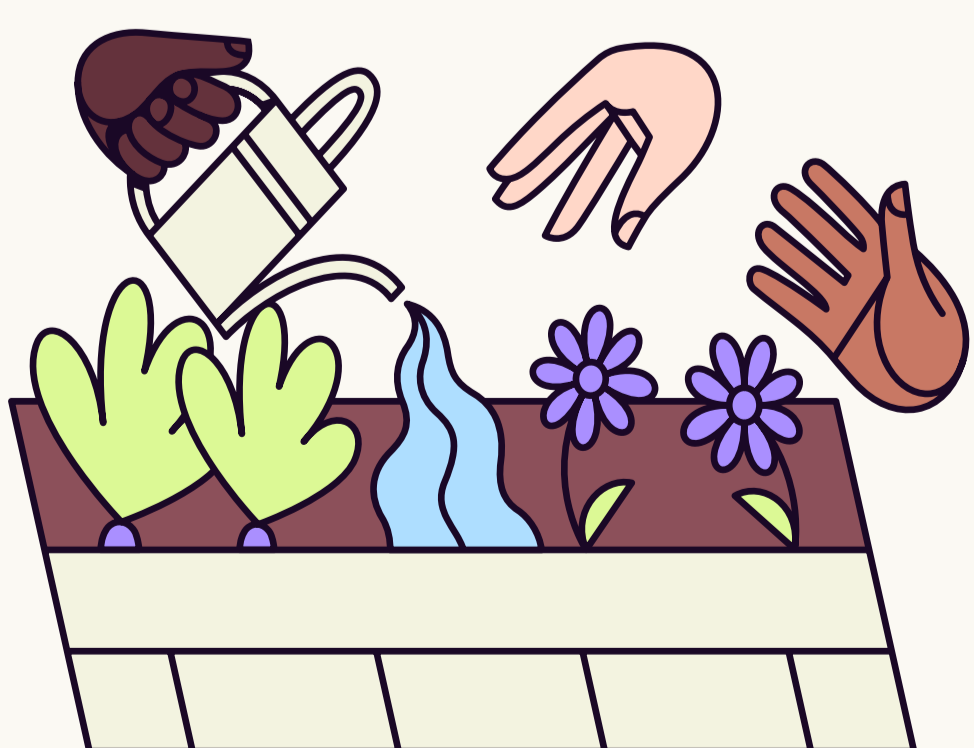
Support to attend short courses, conferences, formal training and formal education, subject to approval.



Study leave

Up to two days professional development leave, subject to approval. Additional days and exam leave may also apply!

COMMUNITY



Two days paid volunteering leave to volunteer in any way you like, for a cause that matters to you.

Dollar matching for Zipster donations to company-wide fundraisers throughout the year.

FINANCIAL PERKS



Account fees waived on all Zip products.

High quality retirement plan including a generous match.

ZIP SPEED LINKS



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