

Write your story.



Your Zipster benefits

WORK LIFE BALANCE

Remote-first/hybrid working culture



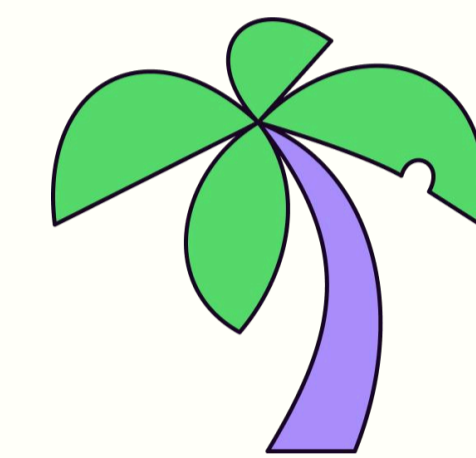
Combine time spent in our NYC hub office with work from home. Our 'remote-first' and hybrid working models give Zipsters opportunities to connect, while still providing flexibility and choice. All permanent, fully-remote Zipsters are also eligible to receive up to \$500 in company-funded equipment every two years.

Work from anywhere



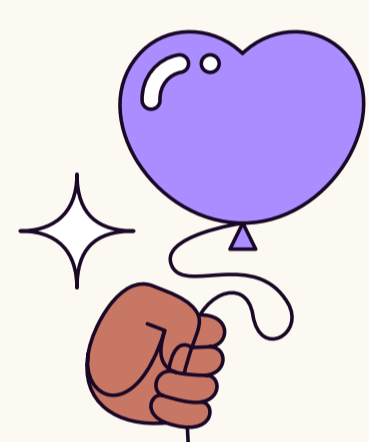
Depending on the nature of your role and your working rights, you may be able to work in a location that suits your circumstances, globally or domestically, for up to four weeks per year.

Unlimited Paid Time Off (PTO)



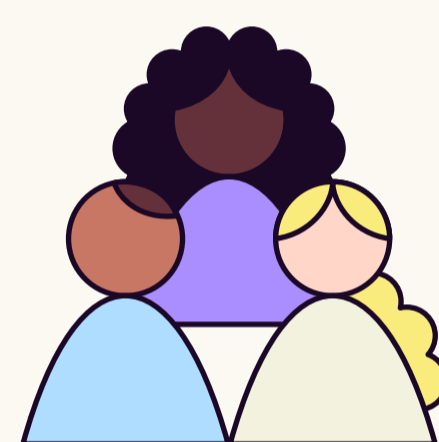
Take meaningful time away from work to rest, recharge, and live your life outside of work. Plus, enjoy birthday leave on us.

WELLBEING AND LIFESTYLE



Powerful Healthcare Access

We offer a variety of low or no-cost, high-quality healthcare plans, sick leave, plus an annual wellness stipend so you can recharge, focus on your mental health and/or an activity that supports your wellbeing.



Leading Family Support

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



Mental Health and Wellness

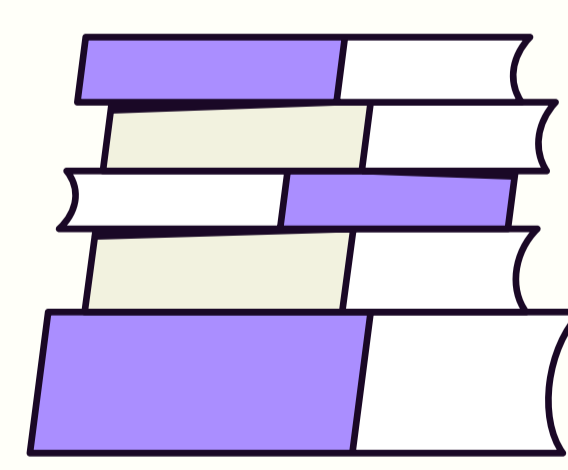
One mental health day per quarter for Zipsters to disconnect and prioritise their wellbeing, plus free access to our on-demand Wellness Platform, designed to support physical and mental health.

CAREER DEVELOPMENT AND RECOGNITION

Zipstars



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



Professional development

Access thousands of courses through LinkedIn Learning or start a personalized learning plan aligned to your career goals.

FINANCIAL PERKS



401K Match

In addition to your individual payroll contributions, Zip will offer up to a 5% match up to a maximum of \$6,000 per year which vests after your first full year of employment.

FSA/HSA

Get FSA/HSA accounts to enable you to pay for eligible healthcare expenses using your pre-tax income.

Commuter benefits

Enjoy pre-tax commuter saving benefits when travelling to our NYC hub offices.

Account fees waived on all Zip products and special discounts with our merchants.

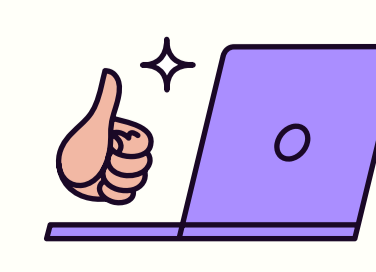
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