

Benefits @ Meadow

We use Justworks to run and administer our HR, incl. benefits. That means, Justworks is where you enter your payment details, enter PTO requests, and access your benefits.

We're still early. As for all young, growing companies, we expect benefits to change over time.

Benefits that match how we work

We've kept our benefits simple and focused on what actually matters.

Health, first.

We put the bulk of our investment into Medical, Dental, and Vision coverage, because that's what most people care about most. Through Justworks, you'll get strong plan options plus extras that make healthcare easier:

- One Medical membership for on-demand primary care
- Kindbody for family-building and gynecology care
- Talkspace for online therapy
- Teladoc for virtual health
- HealthAdvocate to help navigate care
- FSA/HSA accounts if that's how you like to manage costs
- Please see the [Meadow 2025-26 medical benefits here](#).

Here is a good [primer on navigating Health Plan options from NPR LifeKit](#).

Time off you'll actually take.

For most salaried (exempt) roles, we run on ownership and trust, so our Unlimited PTO policy fits. There's no cap on how many days you can take – most people land around 15 per year, plus 10 holidays. The point isn't the number, it's making smart decisions and coming back recharged. (Translation: please take time off.)

For certain non-exempt, quota-carrying roles, PTO is structured and accrues at 15 days per year, plus holidays, with clear performance alignment. Details are shared during the interview process so expectations are transparent from day one.

Parental leave that really supports you.

Parents (including adoptive and same-sex partners) get 6 weeks fully paid leave. Birthing parents get up to 12 weeks fully paid (6 weeks parental + 6 weeks recovery). You can take it all at once or in week-long chunks during your baby's first year.

Tools to do great work.

You'll get a MacBook, and we'll cover any software (or phone) you need. We also give full-time U.S. employees \$300 to make their home setup better – whatever makes your space work for you.