



STAFF BENEFITS FACT SHEET 2024 – 2025

As the lifeblood of our community-focused grocery store, our dedicated staff are the center of everything we do. It is our privilege to support them with a comprehensive benefits package, reflective of our commitment as a progressive, responsible employer.

INDUSTRY-LEADING WAGES



Starting Pay: \$16.25 per hour



Average Pay: \$20.85 per hour



Growth: Hourly wages increase every 6 months

GENEROUS BENEFITS



Staff Discount: 30 percent off in-store purchases



Paid Time Off: Flexible policy



Benefits: Eligible for staff working 24+ hours/week

INVESTMENT IN THE FUTURE



Professional Dev: Training & scholarships



401(k) Plan: Matching contributions

COMPREHENSIVE HEALTHCARE COVERAGE



Medical Benefits Eligibility: 95 percent of staff



Healthcare Investment: \$13,500 per staff member



Coverage: 80 percent of costs

FAMILY AND LIFESTYLE SUPPORT



Parental Leave: Eligible for staff working 24+ hours per week



Childcare Assistance: FSA and adoption assistance

WORK-LIFE BALANCE



Transportation Benefits: Mass transit assistance



Lend a Hand: Paid community service

OUR MISSION BROUGHT TO LIFE



A B Corp since 2013, New Seasons Market was the first grocery store in the world to receive this designation, which reflects the company's unwavering dedication to social and environmental performance, accountability and transparency.

At New Seasons Market, we nurture a culture that celebrates every individual and cherishes our role in the community.

STAFF REPRESENTATION



We respect our staff's right to choose their representation, and many of our valued team members across various store locations have voted in favor of NSLU, an independent labor union.

We're currently negotiating in good faith with NSLU. To date, we have reached 16 tentative agreements, demonstrating our goal of reaching a contract that reflects our shared dedication to the well-being of our staff, which is in alignment with the progressive values of New Seasons Market.

GET IN TOUCH



media@newseasonsmarket.com



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