

KIND Offers Competitive Benefits:

- Two medical insurance plans with 100% employer-paid options for medical, dental, and vision.
- Pre-tax flexible spending and dependent care accounts.
- Pre-tax commuter spending accounts.
- Pre-tax 401(k) retirement plan with employer matching funds.
- Safe Harbor Match: 100% of the first 4% you save
- Life Insurance and Accidental Death and Dismemberment insurance.
- Short-term and Long-term Disability Insurance.
- Generous paid parental leave.
- Voluntary benefits including supplemental, spousal, and child insurance.
- Generous vacation accrual (20 days in Year 1; 25 days after Year 3; and 30 days after Year 5)
- Twelve paid sick leave days per year.
- Thirteen paid holidays per year.
- Flexible work schedules and telecommuting options.
- Job-related Professional Development fees (including annual state bar dues and professional memberships).
- Mission-driven and fulfilling work with colleagues who make it a great place to work.
- Honors members of the team that exemplify KIND's guiding principles are awarded a One of a KIND certificate and Amazon gift card
- And lots more!

A Focus on Wellness:

KIND recognizes that our ability to support our clients starts with supporting our team members. KIND has prioritized wellness for employees in the following ways:



Mindfulness & Wellness Trainings

KIND employs industry professionals in the mindfulness and wellness space to present ongoing workshops to our leaders and staff. These discussions ensure that despite our other personal and professional obligations, we take time to consider our wellness on a regular basis.



Time Away

KIND offers both sick and vacation leave, as well as bereavement leave. Staff are encouraged to use sick time for all wellness needs, including time off after experiencing trauma, attending counseling, mental health days or other wellness events. Employees can use sick time for attending counseling and/or therapy sessions. Throughout 2020 and into 2021, as a result of the pandemic, KIND ensured team members had extra wellness days off throughout the year. This is just one of the many ways we show KINDness to one another here at KIND.



Employee Assistance & Resilience Program (EARP)

Beyond your average employee assistance program, our EARP serves as a resource for employees & household members to seek confidential counseling for work and non-work-related concerns. EARP Performance Consultants also provide resources and support to KIND managers to learn how to broach difficult topics and create a safe space for employees to voice concerns.



Headspace

Mindfulness is an important part of being less stressed, more resilient and happier. All employees at KIND receive a complimentary membership to Headspace, where they can participate in meditation activities and other resources related to mindfulness.



Office Wellness Activities

Our commitment to wellness starts with our staff. In addition to our grassroots Wellness Committee, our field offices regularly put the well-being of their teams as top priority.



KIND's Houston team held a wellness activity with Tiny Campfires, where staff came together virtually to play games, listen to scary stories, and eat s'mores.



KIND's Atlanta team came together for a wellness activity inspired by the documentary "Can You Dig This." The team watched together and then planted their own indoor herb gardens.