

STAFF BENEFITS FACT SHEET 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



Average Starting Wage:
\$18 per hour



Average Pay for non-management roles:
\$21.64 per hour



Growth: Guaranteed, regular wage increases of \$0.40

GENEROUS BENEFITS



Staff Discount: 30 percent off in-store purchases



Paid Time Off: Flexible policy with accrual starting the first day of employment



Comprehensive Benefits:
Eligible for staff working 24+ hours/week

INVESTMENT IN THE FUTURE



Professional Development:
Training & collegiate-level scholarships



401(k) Plan: Matching contributions



Holiday Pay: Double wages for most staff on four federal holidays; paid holidays when stores are closed



Health Savings Account: 92 percent of premiums covered

HEALTHCARE COVERAGE



Medical Benefits Eligibility: 95 percent of staff



Healthcare Investment: \$13,500 per staff member



Healthcare Coverage: 80 percent of all costs



Legacy Planning: Covered life insurance up to \$50,000, voluntary up to \$500,000 and paid bereavement

FAMILY AND LIFESTYLE SUPPORT



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



Childcare Assistance: FSA and adoption assistance; 10 percent discount on childcare tuition

WORK-LIFE BALANCE



Transportation Benefits: 50 percent off public transportation



Lend a Hand: Paid community service



Parental Success: Support benefit for parenting challenges



Alternative Care: Acupuncture and chiropractic care included in medical coverage



Parental Leave Pay: Up to four weeks paid time off to bond with new children



Employee Assistance Program: Free legal advice, financial coaching and professional counseling

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 and support our staff's right to choose representation. Eleven of our 22 stores are represented by NSLU, and we are actively engaged in collective bargaining to reach a fair and sustainable contract.

New Seasons Market and NSLU have reached 16 tentative agreements—including a recent agreement on the attendance policy, finalized on May 8—demonstrating our continued commitment to progress and partnership. Our proposals reflect some of the highest wages in the regional grocery industry, along with a continued commitment to maintain the current comprehensive benefits.

New Seasons Market has repeatedly proposed mediation as a constructive measure to aid in discussions with NSLU. The company believes a neutral, third-party could effectively address differences not resolved through direct negotiations thus far. To date, NSLU has declined to participate.

For more information about our commitment to staff, please visit our website.

GET IN TOUCH



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