



Total Rewards Program

Gross Polowy, LLC ('GP') has been named "Business First's Best Place to Work in WNY" 6 years (2016 – 2020 & 2023) and "Best & Brightest Companies to Work in New York State" in 2022. Provides a casual work atmosphere with ability to work from home. We live by our Values → **PURPLE**.

Community Outreach

Gross Polowy Community Connection (GPCC)

To support you in giving back, Gross Polowy will provide you with paid time when you volunteer during your regular work hours. Gross Polowy Community Connection (GPCC) time is provided to all employees who choose to volunteer in the community. All employees are eligible to provide their time to our communities once employed 90-days. Full-time employees are eligible for eight hours of GPCC time per calendar year and part-time employees are eligible for a minimum of four hours of GPCC time per calendar year.

Charity Events

Allows employees to participate in helping and giving back to our community during office hours. Some organizations Gross Polowy has assisted over the years are Autism Speaks, Sisters Hospital NICU, Ronald McDonald House, Buffalo City Mission, Food Bank of WNY, Hospice Foundation, Buffalo Rescue Underdogs, Salvation Army, Susan G. Komen (Unite to End Breast Cancer), 2 Pack a Back Pack, Cystic Fibrosis, Lawyers for Learning and many more. Some activities have included 50/50 raffles, collection of pull tabs, Paint and Craft Nights, Square sheets, blood drives, bake sales, clothing and food collection are just to name a few ways Gross Polowy staff have raised awareness.

Wellness Initiatives

Gross Polowy's Health and Wellness Mission Statement: Improve the Health and Wellbeing of all Gross Polowy employees by empowering people to partake in healthy behaviors through lifelong commitment to wellness. We achieve this goal by providing monthly Wellness email which includes flyers providing additional information related to that month's focus. Such as, American Heart Month in February, Men's Health in June, American Diabetes Month in November, etc. Posting of monthly Wellness Newsletter is placed on the Firm's Intranet which includes a healthy recipe. Wellness challenges are presented bi-monthly for a chance to be placed in a raffle. Fruit has been provided to staff in the past and hope to resume in the future.

Benefit Offering

Medical Insurance

Highmark of WNY (formerly Blue Cross Blue Shield of WNY) POS/PPO low cost for employee coverage. Coverage may be purchased for eligible dependents. Coverage includes prescription plan and discounts towards vision. Firm assistance (90% covered) with high deductible plan through a Health Reimbursement Account (HRA).

Dental Insurance

Provided by Guardian, premium paid via payroll deduction. Two dental plans to choose from, low and high plan with orthodontia. Highest level of benefits are provided at in-network providers.

Vision Insurance

Comprehensive vision plan through VSP (Guardian), premium paid via payroll deduction. Coverage may be purchased for self, self plus spouse, self plus child(ren) and family.

Flexible Spending Account (FSA)

This benefit allows the employee to have funds taken from your pay on a pre-tax basis to pay for eligible dental, vision and medical expenses such as copays, Deductibles, coinsurance, etc. Also, includes a deduction for dependent care expenses.

401K

Must be 21 years of age and completed 6 months of service. Will be eligible the following month to participate. Match is 100% on the first 3% of contribution, then 50% match on the next 2%. You must contribute 5% in order to receive full employer match of 4%. Employee is immediately vested in the Employer contributions.

Accident & Specified Disease Coverages

Premium to be paid by the employee through payroll deduction for each benefit. Provided by Guardian.

Optional Short-term and Long Term Disability Coverage

Premium to be paid by the employee through payroll deduction. Provided by Equitable through Business Council of NYS.

Optional Life Insurance

Premium to be paid by the employee through payroll deduction. Provided by Equitable through Business Council of NYS. Guaranteed Issue Amount of \$150,000 for self. Evidence of insurability may be required above guarantee issue amount. This program allows you to elect Life Insurance for yourself, your spouse and your child(ren).

Time Off

Paid Time Off (PTO) and Sick Days

PTO is earned on the first pay date of the month following three months of employment. Additional days are awarded for seniority based on the PTO schedule. Two paid sick days are given on the first day of employment.

Paid Holiday

Company observes the following holiday schedule: (holidays during first 90-days are unpaid)

2 Floating Holidays (available after 90-days of employment)

New Year's Day Independence Day Juneteenth Memorial Day

Thanksgiving Day & Day After Labor Day Christmas Day

Perks

Paid Lunch

Hourly employees are given 30-minute lunch break per NYS Meal Rules. Gross Polowy pays employees for the 30-minute break, providing an additional paid 2.5 hours each week.

Real Estate Transactions

Our Attorneys will assist employees with real estate transactions free of charge while employed by Gross Polowy. This benefit is only for the employee, not family members. Eligibility after 90-days of full-time employment.

Employee Assistance Program (EAP)

Our EAP is free for employees and is through Business Council via ComPsych Guidance Resources program. An EAP assists employees with personal problems and/or work-related problems that may impact their job performance, health, mental and emotional well-being.

Discounts

For being a Gross Polowy employee you can receive discounts at BJ's Wholesale Club, 1800 Flowers and affiliates, KeyBank, LifeMart via ADP, Discount Marketplace website, and Medicare assistance.

GP Swag

To show their GP Pride, employees have been able to purchase GP swag such as t-shirts (long and short), sweatshirts, fleeces, blankets, etc.

KUDOS

Recognition website used by all in the firm to recognize those who went above and beyond. Employees give points to their colleagues as additional recognition. The points can be redeemed for GP Swag, Paid Time Off, gift cards, etc.