

Benefit summary sheet



Health benefits for you and your family may include...

- Medical and pharmacy benefits.
- Dental and vision benefits.
- Short- and long-term disability plans.
- Employee assistance program (EAP).



Career benefits for you may include...

- Flexible Schedules.
- Learning and development resources.
- Leadership development programs.
- Company outings and sponsored activities.
- Growth through education.
- Professional conference and workshop participation.
- Training programs targeted at specific skill needs.



Financial benefits for you and your family may include...

- 401k self-deferral (before tax and Roth options), discretionary employer contributions.
- Paid vacation, national holidays and sick leave.
- Paid bereavement, military reserve duty, and jury service.
- Merit-based, annual compensation adjustments.
- Annual performance bonuses based on individual contributions and corporate success.
- Quarterly, annual, and spot awards.
- Tuition reimbursement.
- Employee referral program.
- Professional association membership dues and certification costs.
- Transit subsidy (SMART Benefits).
- Healthcare and dependent care flexible spending account (FSA).
- Basic life insurance.
- Accidental death, dismemberment, and disability plans.
- Voluntary supplemental life and dependent life insurance plans.



Serve the community or cause you love...

- Positively impact local communities.
- Company and employee giving, philanthropy and volunteerism.
- Charitable matching program.