



# Employee Benefits and Perks

## Core Benefits

### Multiple Retirement Benefits

**401K & 100% ESOP**  
(Employee Stock Ownership Plan)



[LEARN MORE](#)

### Paid Time Off Starting at

# 21 DAYS

and increasing to 26 days after 5 years of service or promotion to manager

### Health Insurance Options

**PPO or HSA**

Dental and vision coverage

24/7 access to board-certified nurses and doctors

**Company Paid Holidays**



## Work-Life Harmony

### Hybrid and Flexible Work Arrangements



A schedule that works for you and your family, including remote-friendly roles, while being part of an amazing community of colleagues.

### Family-First Culture

- Paid leave for all parents
- Life insurance
- Short and long-term disability



### Mental Health and Wellness



- Behavioral health digital resource
- Employee Assistance Program including 24/7 assistance and counseling for employees and anyone in their household
- Monthly wellness stipend
- Additional health and wellness discounts (gym memberships, fitness gear, healthy eating)

## Career Growth and Development



**Reimbursement and Bonus Programs**  
for professional certifications  
(CPA, CFP, CIA, etc.)

**Tuition Reimbursement**  
up to the IRS  
maximum allowed

**\$5,250**



**SC&H University**  
Clear career paths, industry-  
leading learning programs, and  
skill-specific mentoring

## Culture



**Annual Firm Trip**  
for you and a guest



**Team Building**  
through engaging activities,  
happy hours, and events



**Culture Committees**  
led by our passionate  
employees

## Community Impact



**Annual Day of  
Service**



**Various Giving and Service  
Challenges Led by Teammates**



**Paid Volunteer  
Hours**