



Employee Benefits and Perks

Core Benefits

Multiple Retirement Benefits

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



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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**