



Employee Benefits *and perks*

Core Benefits

Retirement Benefits

401K & 100% ESOP

(Employee Stock Ownership Plan)

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**

Health, Wellness & Balance

Hybrid & 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 & 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 & 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 SC&H employee 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