



Employee Benefits & Rewards

A Culture That Fosters Your Success

We understand that work is only one aspect of your life. That's why SC&H offers a comprehensive benefits package. From generous paid time off and parental leave to retirement planning and opportunities for career development and growth.



100% Employee-Owned



You'll benefit from equity ownership through our ESOP (Employee Stock Ownership Plan). As the firm grows, the value of your shares grows too.



Health Coverage

- > Medical plans with FSA/HSA options
- > Dental and vision coverage
- > 24/7 access to board-certified nurses and doctors
- > Life and Supplemental Insurance
- > Short-term and long-term disability
- > Paid Parental Leave



Flexible Work Arrangements

- > 21 days of PTO to start. Increase to 26 days after 5 years of service or promotion to Manager
- > 10 Company-Paid Holidays
- > A schedule that works for you and your family



Mental Health & Wellness

- > Behavioral health digital resources
- > Employee Assistance Program with 24/7 counseling for employees and household members
- > Monthly wellness stipend for gym memberships or healthy-living programs

A Culture of Care

Annual Firm Trip

for employees and a guest
Previous locations include Punta Cana,
Jamaica, and Aruba

Team Building

through events, activities, and happy hours
including Field Day, Special Olympics MD
Polar Plunge and more!

Employee-led Culture Experiences

celebrating the following themes:

- > Community Service
- > Diversity, Equity, and Inclusion
- > Employee Recognition
- > Social
- > Wellness



Career Growth & Development



Tuition Reimbursement

up to the IRS maximum (\$5,250)



Certification Reimbursement

for CPA, CIA, CISA, and more



Bonus Eligibility

for select credentials*



Learning & Development

through mentorship programs,
Leadership Academy, and
internal and external trainings



401(k)

with discretionary employer match

Community Impact

Giving back is part of who we are



Annual Day of Service in
partnership with Business
Volunteers of Maryland

140+

Partnerships with 140+
organizations in 2024

\$5.7M

SC&H has infused more than
\$5.7 million into our communities
since 2019

**35
Hours**

Employees may contribute
up to 35 working hours per
year to community service