



**Health and Prescription Plans** – Nationwide access

**Dental** – Choice of PPO and DHMO dental plans

**Vision** – Covers exam and provides allowances for frame, lenses, and contacts

**401(k) Retirement Plan with Company Match**

**Employee Assistance Program (EAP)**

**Flexible Spending Accounts** (Healthcare and Dependent Care)

**Transit Benefits** (Commuter and Parking)

**Voluntary Long-Term Disability**

**Voluntary Benefits with Aflac**

**Short-Term Disability** – State of New Jersey (*Employees Working in New Jersey*)

**Group Life and Accidental Death & Dismemberment (AD&D) Insurance**

**Voluntary Supplemental Life Insurance** (Employee and Dependents)

**Employee Wellness and Wellbeing Programs**

- WellBeats
- Wellness Incentive Program
- Flexible shift arrangements
- Utopia WellCare (nutrition counseling)

**Paid Time Off and Holidays**

- Paid time off can be used for vacation, sickness, and personal needs, etc.

**Professional Development and Career Opportunities**

- Tuition Reimbursement Program
- Springpoint Certified Nursing Assistant (CNA) Program
- Administrators in Training (AIT) Program
- Tomorrow's Leaders Internship Program
- Springpoint University

**Referral Program Bonuses** (*applicable communities only*)

- Employee Referral Bonus - \$1,500
- Resident Referral Bonus - \$2,500

**Springpoint Strong Fund** – Provides financial assistance to eligible employees dealing with financial burdens caused by unexpected hardships

**DailyPay** – Financial benefit that gives employees flexibility to cash out their pay whenever needed (for a small fee based on services)

**Employee Care & Recognition Programs**