SPRINGPOINT®

Springpoint Employee Total Rewards

DELAWARE

HEALTH, RETIREMENT, LIFE AND OTHER REWARDS

- **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)
- **Group Life and Accidental Death & Dismemberment Insurance** (AD&D)
- **Voluntary Supplemental Life Insurance** (Employee and Dependents)
- **Voluntary Whole Life with Long-Term Care**
- **Voluntary Long-Term Disability**
- **Transit Benefits** (Commuter and Parking)
- **Benefits with Aflac**
- **Short-Term Disability –** Private Plan with MetLife (Employees Working in Delaware)
- **Pet Insurance**
- **Paid Time Off and Holidays** (PTO can be used for vacation, sickness, personal needs, etc.)
- **Springpoint Strong Fund** (provides financial aid to eligible employees facing unexpected hardships)
- **DailyPay** (employees can access earned pay anytime)

EMPLOYEE PROGRAMS AND PROFESSIONAL DEVELOPMENT

Employee Wellness and Well-being Programs

- Fitness Reimbursement Program with Husk Wellness
- Wellable Wellness Challenges
- Wellness Incentive Program
- Utopia WellCare (nutrition counseling)
- Aetna Healthy Coaching
- Flexible Shift Arrangements

Referral Program Bonuses (applicable communities only)

- Employee Referral Bonus ($1,500) and Resident Referral Bonus ($2,500)

Professional Development and Career Opportunities

- Springpoint University
  - » Springpoint Certified Nursing Assistant (CNA) Program
  - » Tuition Discount (Kean University & University of Phoenix)
- Tuition Reimbursement Program
- Illumine Mentoring Program

Employee Care & Recognition Programs

To learn more, please scan the QR code or visit springpointsl.org/careers