



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 – Private Plan with MetLife (*Employees Working in Delaware*)

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
- 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