Total Rewards

Compensation & Financial Growth

Recognizing your contributions and helping you build for the future

- Competitive base salary
- Performance-based bonus program
- 401(k) with 100% company match up to 6% (fully vested)
- Quarterly discretionary profit-sharing contribution
- Long-term incentive program
- Military differential pay
- Tuition reimbursement
- Adoption assistance



Health & Wellbeing

Comprehensive benefits designed to support your physical and emotional health

- Medical, prescription, dental and vision coverage
- 24 / 7 virtual telehealth services
- Health Savings Account (HSA) with employer contributions
- Flexible Spending Accounts (medical and dependent care)
- Wellness premium discounts for preventive care
- Employee Assistance Program (EAP)
- Company-paid life and AD&D insurance (plus supplemental options)
- Voluntary benefits: critical illness, accident, hospital indemnity, legal insurance and identity theft protection
- Financial wellness tools and coaching
- Advocacy services
- Dress for Your Day / Work for Your Day flexibility

Time Off & Leave

Meaningful time away to rest, recharge and care for what matters most

- Generous PTO accrual (120 – 280 hours annually, based on tenure and schedule)
- 12 paid holidays
- 1 paid Well-Being Day
- Short- and long-term disability coverage
- Paid parental leave (birth and adoption)
- Bereavement leave
- Voting leave
- Military leave
- Jury duty leave