

# Benefits in the United States



## Your Health and Protection

- Multiple Medical Plan options
- Vision and Dental Plans
- Medical Flex Spending Account (FSA) and Dependent Care Flex Spending Account (DCFSA)
- Short and Long Term Disability
- Basic Life and Basic AD&D Insurance
- Additional Supplemental Coverages available



## Your Pay and Rewards

- Market competitive base salary
- Performance based variable incentive programs for all employees
- Opportunity for advancement
- Recognition Programs
- Milestone Service Awards



## Investing in Your Future

- Retirement Savings Plans - 401(k) and Roth 401 Plans, with employer match
- Employee Assistance Program, seminars and workshops to help with personal and professional life goals and journeys



## Helping Balance Your Work and Life

- Vacation
- Sick Days and Personal Days
- Paid Holidays
- Wellness Program
- Flexible work schedule