

Supporting Your Overall Well-being Resources



Financial



Core Programs

- **Competitive Pay** ([annual salary adjustments](#), [VCIP](#), [RSUs](#), etc.)
- **Savings Contributions** ([company 401\(k\) match](#), [CDC](#) and [CRC](#))
- **Tax Advantaged Savings** ([HSAs](#) and [FSAs](#))
- **Competitive Retirement Benefits** ([retiree medical options](#), [heritage pension plans](#))
- **Financial Resources** ([financial planning options](#) and [employee discounts](#))

Extended Support

- **Income Protection** ([company paid STD](#), [optional LTD](#))
- **Financial Counseling Service** ([for surviving employees, spouses and partners](#))
- **Life Insurance** ([company paid life insurance](#), [accelerated benefit option](#) and [optional dependent life insurance](#))
- **401(k) Loans and Hardship Withdrawals** ([view SPD](#))
- **Survivor Retiree Medical** ([view SPD](#))

Mental



- **Employee Assistance Program (EAP) & Journey to Calm** ([view page](#))
- **Health Improvement Incentive Program** ([mental well-being credit](#))
- **Work and Life Flexibility** ([flexible and alternate work arrangements](#))
- **Time to Rest and Recharge** ([Time Off Policies](#))
- **Social Connections** ([employee networks/ERGs](#), team building, etc.)
- **Community Outreach** ([Giving Programs](#), [Volunteer Opportunities](#))

- **Medical Plan** ([comprehensive care for mental health and substance use disorders](#))
- **2nd.MD** ([free expert second opinions from nationally recognized doctors](#))
- **Comprehensive Leave Programs** ([STD](#), [Bereavement](#), [Excused Leave with Pay](#), etc.)

Physical



- **Robust Medical Plan** ([100% Covered Preventative Care](#))
- **Nutritious Offerings** ([healthy food options](#), [food discounts](#))
- **Physical Activities** ([SPIRIT of Wellness](#), onsite gym/fitness subsidies, local wellness events)
- **Weight Management Programs** ([Healthy Wage](#), [Wondr Health](#))
- **Ergonomic Program** ([Office and vehicle assessments and trainings](#))

- **Health Advocates** ([hands-on support for medical system navigation](#))
- **Travel Assistance for Specialized Care** ([travel support when local care is not appropriate](#))
- **2nd.MD** ([free expert second opinions from nationally recognized doctors](#))
- **MDLive** ([telehealth support](#))
- **STD/LTD** ([income protection when you're not feeling well](#))