**Pay & Time Off**
- Market Competitive Base Pay and Performance-Based Merit Increases
- Success Shares, Wellness and Employee Referral Incentive Programs
- Paid Time Off, Paid Short-term Disability, Bereavement Leave and Jury Duty

**Retirement**
- 401(a) Retirement Plan with Matching and Annual Contributions
- 401(h) Health Insurance Savings Account
- 403(b) Plan for Additional Retirement Savings

**Health & Wellness**
- Doctor On Demand
- Medical, Vision and Dental Coverage
- Scripps Wellness Program
- On-site Employee Care Centers
- On-site Fitness Classes and Fitness Club Discounts
- Free On-site Massage Therapy

**Financial Wellness**
- Flexible Spending Accounts
- Life and AD&D, Critical Illness and Long-term Disability Insurance
- Group Legal Plan and Identity Theft Protection
- ScholarShare College Savings Plan and Savings Bonds
- Pet, Auto & Home Insurance

**Work-Life Resources**
- Flexible Work Schedules and Benefits for Full-time and Part-time Benefit-Eligible Positions
- Employee Assistance Program (EAP), Individual/Family Counseling and Mental Health Programs
- Passport Discount Program and Entertainment Events
- Childcare Services, Discounts, Resources and Referrals
- LifeCare Assessments, Resources and Referrals
- HOPE Fund for Crisis Support

**Careers & Learning**
- Academic and Specialty Training Programs
- Professional Development & Continuing Education Offerings
- Scholarships and Tuition Reimbursement
- Leadership Development Programs and Leadership Academy

**Awards & Recognition**
- Service and Quality Awards
- Excel Together Recognition Program
- Values in Action/Values in Leadership Awards
- Employee Recognition Month

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