

# Benefits Offered

## All Non-Seasonal Team Members

- 25% Store Discount
- Basic Life and AD&D (Employer Paid)
- 401k with Employer Match after 6 months (18+)
- Education Assistance Programs after 6 months
- Family Support Programs
- Gym Discounts
- Employee Assistance Program
- Calm App (Mindfulness and Mental Health)
- Leave of Absence Programs (includes personal)
- Paid Bereavement Time
- Commuter Benefits
- Legal Insurance (includes Identity Theft)
- Home Buying Assistance and Mortgage Discounts
- Perk Discounts Available
- Pet Insurance
- Partner Discounts including Skechers

## Part-Time

- Telehealth program with Healthcare Discounts
- Dental Insurance
- Vision Insurance

## Seasonal/Temporary

- 25% Store Discount
- 401k with Employer Match after 6 months (18+)

## Full-Time

- Medical Insurance
  - Multiple plans offered
  - Premium Discount (Save up to \$1,200)
  - Prescription Drug Coverage
  - Health Savings Accounts with Employer Contributions (HDHP)
  - Mental Health Coverage
  - Programs included with plan enrollment:
    - Wellness Platform
    - Chronic Condition Management
    - Mental Health
    - Weight Management and more
- Dental Insurance (Includes Adult Orthodontia)
- Vision Insurance
- Flexible Spending Accounts
  - Medical and Dependent Care
- Advocacy Support
- Short-Term and Long-Term Disability
- Voluntary Life Insurance - Team Member, Spouse, and children
- Accident, Critical Illness, and Hospital Indemnity
- Paid Time Off and Paid Holidays
- Paid Volunteer Time, eligible after 2 years

## Full-Time Salaried

- All Full-Time Benefits plus:
- Basic Life and AD&D (1x Salary)
- Paid Maternity/Paternity/Adoption Leave

