

Employee Benefits Overview

Our comprehensive benefits package is designed to meet your needs and help you thrive, both personally and professionally.

Health and Wellness

- **Medical, Dental, and Vision Insurance:** Comprehensive coverage to keep you and your family healthy.
- **Wellness Programs:** Access to fitness incentives, mental health resources, and wellness challenges.
- **Employee Assistance Program (EAP):** Confidential support for personal and work-related concerns.

Financial Security

- **401(k) Retirement Plan:** Competitive employer discretionary profit-sharing contributions to help you plan for the future.
- **ESOP:** The ESOP allows eligible employees to receive the benefit of ownership in Sanborn Head stock without having to invest their own money.
- **Life and Disability Insurance:** Peace of mind with coverage for unexpected events.
- **Flexible Spending Accounts (FSA):** Pre-tax savings for medical and dependent care expenses.

Work-Life Balance

- **Generous Paid Time Off (PTO):** Including vacation, sick leave, and holidays.
- **Flexible Work Arrangements:** Options for remote work or hybrid schedules.
- **Parental Leave:** Supporting families during important milestones.
- **Volunteer Time Off:** Paid time off, from regularly scheduled work hours to perform volunteer services.
- **Employee Referral Program:** a bonus program which provides an incentive award to staff members who refer an individual who is subsequently hired by the firm.

Professional Development

- **Training and Development Opportunities:** Access to learning, workshops, and certifications.
- **On the Job Opportunities:** Sanborn Head encourages employees to seek out mentoring relationships and project opportunities to learn new skills, gain knowledge, and test a breadth of talents.
- **Professional Licensing:** Employees who obtain their first professional license while employed by Sanborn Head will be provided with a monetary bonus. Sanborn Head will pay for renewals needed to maintain applicable professional registration or licensure.
- **Tuition Reimbursement Program:** Assistance to help you achieve your educational goals.
- **Career Growth through our EDGE Process:** Ongoing support for career advancement and mentorship.

Growth

- **Conferences & Seminars:** Sanborn Head supports attendance at job-related conferences and seminars.
- **Diverse Career Paths:** Established career pathways to fit various skills, interests, and abilities.

Additional Perks

- **Employee Discounts:** Exclusive savings on services and products.
- **Employee Stipend:** Personal use stipend to offset employee costs associated with the use of personal resources for business purposes.
- **Recognition Programs:** Celebrating your contributions and milestones.
- **Team Events:** Engaging activities to foster connection and camaraderie.

Your well-being is our priority!