

# WORK, LIFE & YOU

Summit employees are talented, hardworking, results-driven people who put their team and safety first. We believe in rewarding our team members with compelling pay and flexible benefit programs for employees and their families.

## HEALTH & WELL-BEING

- Company-Funded Health Plan Options
- Healthcare Savings Account
- Paid Time Off (PTO) Program
- Wellness Program with Incentives
- Employee Assistance Program
- Parental Leave for New Moms & Dads
- Disability Coverage Options
- Flexible Spending Accounts



## FINANCIAL REWARDS

- Market-Based Competitive Pay
- Merit and Performance-Based Bonus
- Long-Term Incentives
- 401K with Company Match
- Paid Holidays
- Company-Paid Life Insurance



## CAREER DEVELOPMENT

- Education Reimbursement
- Training & Development
- Employee Referral Program
- Summer Internships
- Comprehensive Employee On-Boarding Program



## COMMUNITY COMMITMENT

- Charitable Giving Program
- Industry Scholarships
- Veteran Hiring Initiatives
- PTO Donation Program
- Comprehensive Health & Safety Program

