

Employee Benefits - USA

We're all working hard to power a sustainable world, and that's no small feat. As a valuable member of the PSC team, we want you to be in your very best shape and feel happy about the game-changing work you do. So we're proud to provide you with the full suite of benefits below. You deserve it!



FLEXIBLE SPENDING ACCOUNTS (FSAs)

Participating in FSA plans allows you to pay for health and dependent care expenses with pre-tax dollars via payroll deduction.

401K



Up to 4%

Reap the long-term value of retirement plan savings with a variety of 401(k) investment options through ADP, plus PSC-provided matching up to 4%.

EDUCATIONAL ASSISTANCE



50% of course fees up to \$5,000 per fiscal year to support your professional development.



HEALTH REIMBURSEMENT ARRANGEMENT (HRA)

PSC funds an account to help you pay for qualified deductible medical expenses, including child orthodontia.



LIFE AND AD&D

LifeMap guarantees that loved ones, such as a spouse/domestic partner, have more security if you pass away or suffer a serious injury.



RECOGNITION

We believe in celebrating our success and our people. We know that you work hard for us, and we want to thank you for your dedication and hard work.



DENTAL COVERAGE

Delta Dental PPO gives you vast access to their network for regular preventive dental care and coverage to fix problems as soon as they occur.



LONG-TERM DISABILITY COVERAGE

If needed, you'll receive a portion of your monthly salary to provide you and your family with financial support.



PROFESSIONAL DEVELOPMENT

We believe in encouraging a growth mindset, allocating time to enhance existing skills and knowledge and the opportunity to learn through our mentorship program, regular development and training.



MEDICAL/RX COVERAGE

90% employee-only coverage on some plans. Premera/BHT offers a national presence of providers for all types of care for you and your family's health.



PROFIT SHARE PLAN

Our profit sharing rewards you with a percentage of our company's profits. We work together to grow the size of the pie, not compete to get a larger piece of a smaller pie.



PAID TIME OFF

3 weeks vacation for new hires, 10 days sick leave, 10 holidays and 5 days of bereavement leave if needed.



VISION COVERAGE

VSP vision coverage offers an extensive network of optometrists. Eye exams, prescription lenses and frames, or contact lenses are covered.



EMPLOYEE ASSISTANCE

24/7 confidential counseling for you and your family through our EAP provider.



FAMILY & MEDICAL LEAVE

Up to 6 weeks at 100% pay, and up to 12 weeks for pregnancy and childbirth.

This document is an "at a glance" representation of annual PSC employee benefits. If benefits are not used, they cannot be accumulated or converted into cash. Benefits offered once may be amended from time to time by PSC at its sole discretion. Eligibility and conditions apply. All amounts are in USD.



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