

EMPLOYEE TOTAL REWARDS.



OUR MISSION/VISION

SPIE partners with researchers, educators, and industry to advance light-based research and technologies for the betterment of the human condition.



Defined contribution retirement PLUS company match, 100% vested immediately

**100%
BENEFITS**
Paid medical/dental/vision for employees

**75%
BENEFITS**
Paid for dependents



Tuition Reimbursement

Flexible work schedules

EMPLOYEE DISCOUNTS

- Daycare discounts
- Bus passes
- Gym memberships
- Cell phone service
- Costco membership
- Home office supplies
- Local bank products/services
- Fairhaven business discounts
- Seattle's Woodland Park Zoo



Yoga classes onsite



Competitive salaries



OUR VALUES

Customer focused, collaborative, inclusive, building and supporting communities, continuous improvement, and innovation.



Annual discretionary bonus



Paid-time-off begins at 31 days per year

Lunch time volleyball and soccer games onsite



Fitness event registration sponsorships (5ks, marathons, etc.)



Onsite blood drives, immunizations, and wellness fair

