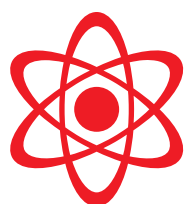


# EMPLOYEE TOTAL REWARDS.



## OUR MISSION/VISION

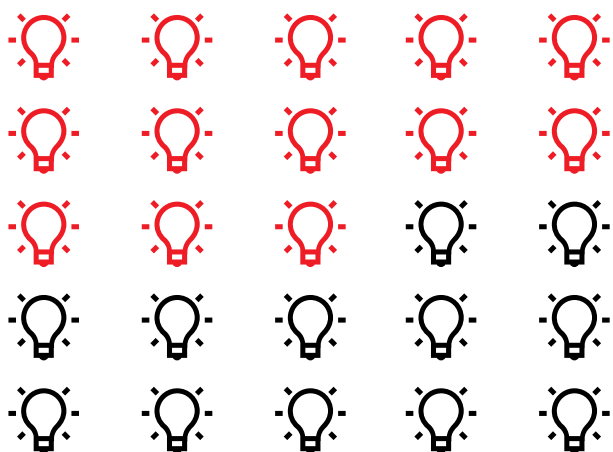
SPIE partners with researchers, educators, and industry to advance light-based research and technologies for the betterment of the human condition.



Defined contribution retirement PLUS up to 10% company contribution, 100% vested immediately

**100%**  
**BENEFIT Premiums**  
*are Paid medical/dental/vision for employees*

**75%**  
**BENEFIT Premiums**  
*are Paid for dependents*



Tuition Reimbursement



Flexible work schedules

## EMPLOYEE DISCOUNTS

- Bus passes
- Gym memberships
- Cell phone service
- Home office supplies
- Fairhaven businesses
- 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



**31**  
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

