

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.

OUR VALUES

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



100%

of Benefit Premiums Medical / Dental / Vision paid for employees PLUS Life & Disability Insurance

75% of Benefit Premiums paid for dependents

Flexible work schedules

- Competitive Salaries
- Tuition Reimbursement
- Health Savings Accounts
- Flexible Spending Accounts
- Health Reimbursement Accounts
- FREE Cybersecurity training for friends and family



Paid-time-off begins at **31 days per year**



Defined contribution retirement PLUS up to 10% company contribution

INCLUSIVE MONTHLY EVENTS TO SUPPORT COMMUNITY CULTURE



Company sponsored team for Jingle Bell Run, Onsite Wellness Fair, Summer and Holiday Events

Annual discretionary bonus and other recognition opportunities throughout the year



EMPLOYEE DISCOUNTS

- Cell phone service
- Fairhaven businesses
- Bellingham Spark Museum
- Seattle's Woodland Park Zoo