

# 2025 Benefits Summary

Benefits are an integral part of the overall compensation package provided by Simpson Housing and a key tool in recruiting and retaining great employees. It is our objective to offer comprehensive and affordable coverage that meets our employees' needs. The table below summarizes our benefits.

Benefit	Highlights	Waiting Period
<b>Medical Insurance</b>	Two comprehensive medical plan options are offered through UnitedHealthcare (UHC).	The first day of the month following hire date.
<b>Dental Insurance</b>	Two comprehensive dental plan options are offered through Delta Dental.	
<b>Vision Insurance</b>	A comprehensive vision plan is offered through VSP.	
<b>Health Care Flexible Spending Account</b>	Defer funds on a pre-tax basis to pay for qualifying health care expenses up to \$3,300 per year or the 2025 IRS annual maximum.	
<b>Dependent Care Flexible Spending Account</b>	Defer funds on a pre-tax basis to pay for qualifying child-care expenses up to \$5,000 or the 2025 IRS annual maximum.	
<b>Basic Life and AD&amp;D Insurance</b>	Basic life and AD&D insurance is provided to employees <b>at no cost</b> through UHC.	
<b>Supplemental Life Insurance</b>	Employees may purchase supplemental life insurance for themselves, their spouse, and their dependent children through UHC.	
<b>Disability Insurance</b>	Short-term and long-term disability is provided to employees <b>at no cost</b> through UHC. Employees may purchase additional short-term disability insurance.	The first day of the month following 30 days of employment.
<b>401(k) Retirement Savings Plan</b>	Employees may enroll in the 401(k) Retirement Savings Plan managed by Fidelity. Simpson Housing matches 100% of contributions up to \$3,500.	
<b>Employee Assistance Program (EAP)</b>	EAP services are provided to employees and their household members <b>at no cost</b> through UHC.	No waiting period.
<b>Employee Rental Discount</b>	Full-time employees are eligible for a rental discount, off the current market value of apartments that are managed by Simpson Property Group. Corporate and Regional employees receive a 20% discount and On-Site/On-Call employees receive 35%-40%* (based on tenure). Restrictions may apply. *Employees receiving over 20% will be taxed on the additional value.	
<b>Pet Insurance</b>	Employees receive a discount on pet insurance through Veterinary Pet Insurance.	
<b>AutoSearch USA</b>	Employees receive guaranteed factory direct pricing on new or used vehicles through AutoSearch USA.	
<b>Discount and Reward Program</b>	Employees have access to an online discount program that can help them save up to 60% on tickets, travel, and shopping.	
<b>Holidays</b>	Simpson Housing designates two floating holidays, two designated wellness days, plus the following: New Year's Day, Martin Luther King, Jr. Day, President's Day, Memorial Day, Juneteenth, Fourth of July, Labor Day, Thanksgiving Day, and Christmas Day.	
<b>Paid Time Off</b>	Full-time employees accrue paid time off (PTO) based on years of service and hours worked.	90 day waiting period.

