

2024 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 |
|-------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------|
| Medical Insurance | Two comprehensive medical plan options are offered through UnitedHealthcare (UHC). | The first day of the month following hire date. |
| Dental Insurance | Two comprehensive dental plan options are offered through Delta Dental. | |
| Vision Insurance | A comprehensive vision plan is offered through VSP. | |
| Health Care Flexible Spending Account | Defer funds on a pre-tax basis to pay for qualifying health care expenses up to \$3,050 per year or the 2024 IRS annual maximum. | |
| Dependent Care Flexible Spending Account | Defer funds on a pre-tax basis to pay for qualifying child-care expenses up to \$5,000 or the 2024 IRS annual maximum. | |
| Basic Life and AD&D Insurance | Basic life and AD&D insurance is provided to employees at no cost through UHC. | |
| Supplemental Life Insurance | Employees may purchase supplemental life insurance for themselves, their spouse, and their dependent children through UHC. | |
| Disability Insurance | Short-term and long-term disability is provided to employees at no cost through UHC. Employees may purchase additional short-term disability insurance. | |
| 401(k) Retirement Savings Plan | Employees may enroll in the 401(k) Retirement Savings Plan managed by Fidelity. Simpson Housing matches 100% of contributions up to \$3,500. | The first day of the month following 30 days of employment. |
| Employee Assistance Program (EAP) | EAP services are provided to employees and their household members at no cost through UHC. | No waiting period. |
| Employee Rental Discount | 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. | |
| Pet Insurance | Employees receive a discount on pet insurance through Veterinary Pet Insurance. | |
| AutoSearch USA | Employees receive guaranteed factory direct pricing on new or used vehicles through AutoSearch USA. | |
| Discount and Reward Program | Employees have access to an online discount program that can help them save up to 60% on tickets, travel, and shopping. | |
| Holidays | 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. | 90 day waiting period. |
| Paid Time Off | Full-time and part-time employees accrue paid time off (PTO) based on years of service and hours worked. | |

