

Total Rewards Program

We commit to delivering a highly valued Total Rewards package that is **externally competitive, internally aligned, inclusive, and reinforces a rewarding work experience.**

Five key components of our Total Rewards program:



Compensation

RS&H is committed to offering an externally competitive and internally aligned compensation package.

Compensation refers to all forms of financial returns an employee receives as part of an employment relationship. This includes your base pay, stock (equity), and incentive pay, such as annual bonus plans.

Other examples at RS&H include our associate referral and publication/presentation incentive bonus programs.



Benefits

RS&H provides industry competitive, affordable, and diverse benefits programs that support and reinforce healthy mind and body.

These benefits support you and your family in all aspects of life:

- Health and welfare (medical, dental, vision, etc.)
- Employee Assistance Program (EAP)
- Retirement and financial protection (401k, short and long-term disability)
- Paid time off (vacation, personal leave, holiday, parental leave)
- HSA options are funded up to \$1,200 annually by RS&H



Wellbeing

RS&H recognizes the diverse needs of our workforce and supports your and your family's total health.

To support total health, RS&H incorporates physical, mental, and financial wellbeing programs.

With our wellness program, Strive (powered by Virgin Pulse), you can earn rewards through health activities.



Career Development

At RS&H, associates are equipped and empowered to grow their career through a variety of avenues.

- Tuition reimbursement
- Professional licenses and certifications
- Professional society/organization memberships
- Conferences
- On-demand learning
- In-person training
- Leadership Learning Lab



Recognition

Our recognition programs provide the platform to celebrate a variety of individual achievements.

- Spot awards
- Special achievement awards
- Annual associate awards
- Certification/credential achievement bonus
- Celebrating tenure at RS&H (service awards)