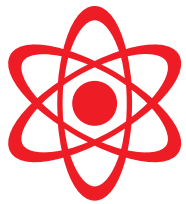


EMPLOYEE TOTAL REWARDS.



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



Tuition Reimbursement



Flexible work schedules

EMPLOYEE DISCOUNTS

- Bus passes
- Gym memberships
- Cell phone service
- Home office supplies
- Fairhaven businesses
- Seattle's Woodland Park Zoo



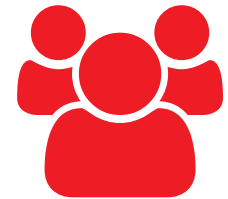
Yoga classes onsite



Competitive salaries

100%
BENEFITS
Paid medical/dental/vision for employees

75%
BENEFITS
Paid for dependents



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

