

# Employee Benefits



Welcome to Summit. We're glad you're thinking of joining the team. Our company may be small, but we are proud to offer employee benefits comparable to those of larger firms. Take a look at our benefits package below.

## Competitive compensation

Summit rewards talent in a way that competes with larger firms and is in-line with industry benchmarks.



## Bonus opportunities

Employees can share in company success with a yearly bonus. Exceptional performance is rewarded throughout the year with Pinnacle Awards.

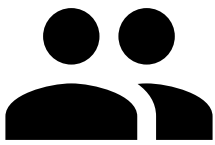
## Investments

Summit offers a 401(k) plan with a 3% minimum employer contribution, regardless of employee participation.

## Insurance

Comprehensive insurance benefits for employees, including health, dental, life, and disability. We also offer flexible spending accounts for those interested.

Financial Security



## Work/Life Balance

Because you have commitments and interests outside of work, we offer flexible schedules, alternate work places, unpaid sabbaticals, and paid parental leave.

## Professional Development



Learn new skills, get a certification, or travel to a conference: Summit provides each employee a \$2,500 budget each year for these activities.

## Company Culture



Get to know your coworkers through company-sponsored happy hours, peer-led seminars, social sports, and other fun gatherings.

## Additional Assets



Enjoy benefits for transportation (bikeshare membership, tax-free metro withholding) and well-being (building gym, office yoga).