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Benefits & Perks



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Student Summer Intern Program



Team Member Product Discounts



Health Insurance

David Weekley Homes offers a choice of comprehensive health plans to full-time employees, plus options for vision and dental insurance.

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Personal Time Off (PTO) Days

Team Members earn PTO upon hire and each employment anniversary year. These days can be used for vacation, illnesses, emergencies or personal reasons.

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401(k) & Matching

David Weekley Homes offers a voluntary 401(k) Retirement Savings Plan to its Team Members, allowing them to save and plan for retirement on a tax-deferred basis. A quarterly discretionary company match may also be obtained through participation.

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Vacation & Holidays

We believe that Team Members should have a positive balance between work and home life with paid vacation days, plus paid holidays.

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New Home Discount

Team Members and family members may be eligible to receive a discount on the purchase of a new David Weekley home. The discounts are based upon tenure.

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Profit Sharing

David Weekley Homes offers a Profit Sharing plan that allows Team Members to share in the company's profits based on meeting profit goals for each quarter.

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Education Assistance

We are committed to furthering the development of our Team Members' career-related goals through education and personal enhancement. Therefore, full-time Team Members can apply for education assistance and receive reimbursement for a percentage of the program fees.

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Flexible Spending Accounts

Team Members can pay for out-of-pocket health and dependent care expenses while saving taxes on that money with the Flexible Spending Account. This money – free of taxes – can be used to pay for un-reimbursed expenses incurred by a Team Member and eligible family members during the plan's calendar year.

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Life & AD&D Insurance

Full-time Team Members receive life insurance that is paid through the company and optional coverage can also be purchased for themselves or their dependents.

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Short- and Long-Term Disability

David Weekley Homes pays for Short-Term and Long-Term Disability Insurance and Life Insurance for all full-time Team Members. Coverage is designed for such things as the birth of a child, surgeries and is to help protect Team Members and their families from financial hardship that may accompany an extended personal illness or injury that prevents working for an extended period of time.

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David Weekley Homes CAREs

David Weekley Homes lives out its Purpose of Building Dreams, Enhancing Lives through the philanthropic efforts of our CARE program. Team Members have the opportunity to volunteer their time and talents to partner with Homebuyers and community partners and assist deserving nonprofit organizations.

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Employee Assistance Program

Provides advice and support to Team Members and immediate family members in areas such as financial planning, legal advice, stress management and identity theft resolution.

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Adoption Assistance

We offer Team Members assistance with adoption-related expenses for a child younger than 18 years of age.

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Wellness Programs

Activities such as yoga, cardio classes after hours, health fairs, Lunch & Learn seminars, Wellness Screenings or Fit Company Contests bring a fun approach to health through planned activities throughout the company – all designed to improve physical and financial health.

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Sabbaticals

Team Members have the opportunity to take a four- to six-week sabbatical after 10+ years of continuous service. This is a planned break from work that allows Team Members to enjoy traveling, volunteering, learning a new skill or fulfilling a life-long dream. In addition, Team Members receive a grant from the company to use while on the sabbatical for activities, travel, education, etc.

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Marketplace Chaplain USA Program

Marketplace Chaplains USA provides individual, as well as family, confidential non-denominational pastoral care for problem issues, including marriage, divorce, remarriage, serious illness, death and dying, child-rearing, and any other personal issues. This confidential program is available to all Team Members and their families and is accessible 24 hours a day, 365 days a year, for crisis intervention, or in the event of an emergency situation.

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Healthcare Spending Accounts

Team Members enrolled in the High Deductible Health Plan can put money into a Health Savings Account to help pay eligible medical expenses on a pre-tax basis.

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College Scholarship Program

The College Scholarship Program provides the sons and daughters of Team Members with a college scholarship. Award amounts are determined based upon tenure and are paid out over the course of the school calendar year. College scholarships will be granted for a maximum of 4 years.

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Noble Journey Rewards

A reward program that allows Team Members to earn points each quarter, and for the year, when the company achieves certain income and revenue goals. Points can be redeemed for items such as jewelry, electronics and trips through an online catalog.

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Student Summer Intern Program

Children of Team Members, who are 16 years to 25 years old and are full-time high school or college students, can gain experience working in a professional workplace setting during the summer in a paid position with the company.

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Team Member Product Discounts

Through our partnerships with national companies, Team Members receive discounts on many items, including flooring, countertops, lighting, faucets, computers, cell phone plans and much more.

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