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TOTAL REWARDS for a fuller life, CAREER and future.

Eversource employees are committed to providing reliable energy and superior customer service—and that's why we are committed to providing our employees with a highly competitive total rewards package.

In addition to wages and salaries, the benefits programs Eversource offers its employees and family members is a significant part of the total rewards.

As an Eversource employee, you will have access to a wide variety of benefits designed to help keep you and your family healthy and financially secure with coverage options that feature choice, flexibility and tax-savings opportunities.

Benefits Overview

Our benefit plans focus on your Health & Wellness, your Life and your Future. While there are variations in available plans, the following is an overview of the company's comprehensive benefits:



Retirement Savings

- **401K:** Up to 100% match on first 3% of employee's contributions
- **KVantage:** Additional employer contribution to the 401k based on age and years of service (2.5% to 6.5%)
- **MedVantage:** Age 40+, receive annual \$1,000 contribution to HRA for post-employment qualified medical expenses.



Student Loan Debt Refinancing

- Access to lenders who offer low rates on student loan refinancing
- Student debt counseling service



Tuition Reimbursement

Provides reimbursement up to a maximum annual amount



Holidays/ Vacation/ Floating Holidays

- 10 paid holidays per year
- Vacation days (based on years of service)
- Floating holidays



Healthcare Coverage

- Medical, prescription, dental, and vision plans
- Health and dependent care FSAs
- Health Savings Account (high deductible health plan enrollment only)



Life Insurance Programs

- Company provided (for eligible employees)
- Option to purchase coverage for employee and dependents



Sick, Short-Term and Long-Term Disability Programs

**Eversource Wellness powered by Virgin Pulse**

- Provides incentives for employees and spouses to adopt and maintain healthy lifestyles

**Other Benefits Programs (Company Paid)**

- Employee Assistance Program (EAP)
- Adoption Assistance (eligible employees)
- Gift matching
- Care@Work Program—child/elder care—membership

**Other Benefit Programs (Employee Paid)**

- Discounted group auto/home insurance
- Legal plan
- Employee Stock Purchase Plan

**Business Resource Groups/Eversource Volunteer Opportunities****Career Opportunities**

Opportunities for advancement during your career



Tuition Assistance

To assist employees in furthering their educational development, we are proud to offer tuition assistance. In an ongoing effort to recruit, retain and develop qualified individuals, providing tuition assistance ensures that Eversource will continue to develop our talent to grow as a company and prosper.





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EMAIL*

Example@domain.com

Enter Category, Location or Category/Location pair and click "Add."

JOB CATEGORY

Type to search for a Category

LOCATION

Type to search for a Location

ADD

By submitting your information, you acknowledge that you have read our [privacy policy](#) and consent to receive email communication from Eversource.

SUBMIT

Employee **TESTIMONIALS**

LINKEDIN JOB MATCHER



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