

Dollar Tree Benefits



At Dollar Tree, we value our Associates' contributions to our success, which drives us to invest in the most important element of our organization: our people. Our benefits package is intended to offer you and your family the support you need during your working years with our team, and beyond.

Your Health & Welfare

As we work towards a healthier future, we promote the value in our offerings by providing choice within coverages, and partnering with our Associates to best understand their wellness goals.



Medical and Prescription Plans

We offer several medical coverage plan options to provide quality care on a variety of levels, and help control costs for everyday medications and treatments.



Dental & Vision

Our dental and vision plans give Associates the freedom to choose from a multitude of providers, with access to additional perks outside of traditional coverage.



Employee Assistance Program

Maintaining a positive work-life balance is a crucial component to our Associate's wellness. Whether it is for emotional support or a financial consultation, using this program can help support any challenges our Associates may face.



Travel Assist Program

It's important to enjoy your vacations, which is why we offer our Associates extensive travel assist benefits, with 24/7 service if they, or their family, require guidance when they are 100+ miles away from home.



Virtual Medical Visits

As health care evolves, so do we. our Associates have the ability to use their medical coverage from the comfort of their own home for a variety of non-emergency medical conditions.



Wellness Program

Ranging from weight loss and healthy eating to tobacco cessation and help managing an array of chronic conditions, our variety of wellness programs can support different goals our Associates strive to achieve.



Paid Time Off

It's important to make sure our Associates take the breaks they need and have time to handle important personal matters. Eligible Associates can take paid time away from work through vacation time, bereavement, and even on their birthday, to name a few.

Your Financial Future

Making sure our Associates are fairly compensated today is just as important as where they see themselves in the future — we value financial wellness and strive to help our Associates stretch their hard-earned dollars.



DailyPay – NEW FOR 2021!

Make every day your pay day! Enjoy the convenience of getting paid on the day that works best for you. DailyPay is a new voluntary benefit that allows Associates to instantly transfer their earnings for bills or expenses in between paydays.



Retirement Plan

In preparation for the years after Dollar Tree, we provide an outstanding 401(k) program designed to help our Associates achieve financial security in the long run through matched and vested dollars.



Employee Stock Purchase Plan

We offer our Associates the opportunity to invest in their futures through purchasing shares of the company stock at a discounted rate, with automatic payroll deductions.



Life and AD&D Insurance

Dollar Tree offers a fully company-paid Life insurance policy. Associates also have the opportunity to purchase additional Life insurance, plus several plan options for voluntary life insurance for their spouse and/or children.



Disability Insurance

Dollar Tree offers Short- and Long-Term Disability plans so that our Associates can continue to rely on a steady income and not worry about affording their daily expenses should the unexpected happen.



Will Prep Service

Make sure your loved ones are protected for their futures. We offer our Associates an included Will preparation service when enrolled in our Life Insurance policy.



Reimbursement & Spending Accounts

To help our Associates save money and manage their expenses, we offer our Associates Reimbursement Accounts to help save those pre-tax dollars on health care, dependent care, and commuter expenses.



Discounts on Vendor-Affiliated Products

From unique memberships to discounts on merchandise, Dollar Tree uses our corporate partnerships to get Associates a variety of deals and stretch their valued dollars.



Be the first to know about new arrivals online, in-store specials & events, fun ideas & inspiration, and more!

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