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Careers

Nationwide's associate benefits

[Browse jobs \(https://nationwide.eightfold.ai/careers\)](https://nationwide.eightfold.ai/careers)

We believe in investing in our associates so they can be at their best for our members. One of the ways we do that is by offering a competitive benefits package. Known as Total Rewards, this package encompasses compensation, benefits, plus learning and development opportunities. These benefits are designed to help you live and work better.

Our Total Rewards package

Paid time off

Nationwide offers a variety of paid time-off options and you earn them as soon as you start working. It's our way of saying we appreciate your commitment to your job and that we're equally committed to you and your family's well-being. You'll also receive up to 10 paid company holidays each year.

Health and wellness

We care about your health. That's why Nationwide offers generous comprehensive medical, dental and vision benefits. We also offer benefits to help your family feel secure, including:

- Life insurance
- Supplemental accident coverage
- Group legal coverage
- Long-term disability insurance

- Family medical flexible spending accounts
- Dependent day care flexible spending accounts

To help you get and stay healthy, we offer the free health and wellness program My Health, and onsite fitness centers in select locations.

Learning and development

[A Training Top 125 Company \(/personal/about-us/careers/awards/\)](/personal/about-us/careers/awards/), Nationwide has the tools and resources to help you effectively manage your career through continuing education and leadership development opportunities. Our Learning and Development department offers training and career planning support.

Through our Educational Assistance Program, we give you the opportunity to refine your skills and build new ones by taking college and graduate courses and degree programs, professional designation programs and technical programs. We cover 100% of tuition and 50% of books for undergraduate and graduate courses. We also support technical insurance courses, professional designation courses (if required for role) and general certification courses, up to \$5,250 per calendar year.

Retirement planning

Saving for retirement is important for everyone. Nationwide offers comprehensive and competitive opportunities to help you. Our retirement benefits include:

- Automatic enrollment in our 401(k) savings plan with a company match of 50% on the first 8% you contribute
- Full ownership of the company matching contributions after 5 years
- A 100% company-paid retirement plan (pension plan)

Nationwide advantages

In addition to a competitive Total Rewards package, there are other perks that come with being a Nationwide associate. Starting on your first day of employment, you're eligible for exclusive deals on certain Nationwide products, such as home, life or auto insurance.

Nationwide associates can also join the Nationwide Activities Association (NAA). The NAA is an internal group that:

- Sponsors athletic leagues and a variety of clubs
- Offers associates discounts on things ranging from cell phone service, to computers and cars

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Sites for business partners:

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