



Employee Benefits Overview



Synchrony places the highest value on the well-being of our team. Full-time employees are eligible for a comprehensive array of benefits because we believe a successful company is in sync with the needs, goals, and strengths of its team members.

Synchrony Benefits

Medical/Dental

Synchrony is pleased to offer a health benefits package that includes medical, prescription, vision, and dental insurance. Synchrony contributes 85% toward benefit premiums. Eligible employees can select one of two medical insurance plans (standard copay-based or high-deductible) to meet their and their family's needs. We also offer two flexible and affordable Aetna dental plan options (DMO or PPO).

Flexible Spending Account and Health Savings Account

Synchrony provides two pre-tax contribution options to help cover the costs associated with your health plan.

The Flexible Spending Account (FSA) plan permits you to set aside a specific pre-tax dollar amount to use for unreimbursed out-of-pocket medical, dental, vision, or orthodontic expenses, including copays and/or deductibles that may be associated with your health plan. We also offer a Dependent Care Spending Account to cover eligible dependent care expenses.

The Health Savings Account (HSA) is a self-managed, self-owned account to help you pay for covered out-of-pocket healthcare expenses when enrolled in the high-deductible health plan option. In addition to your own pre-tax payroll contributions, Synchrony also provides a monthly contribution, helping you grow your HSA more quickly.

401(k)

Synchrony offers a 401(k) program with both traditional and Roth options. Full-time employees who have been with the company for 90 days and who maintain an average of 1000 hours of service per year are eligible to enroll. Matching contributions are made at an increasing percentage based on employee contribution, with a maximum matching contribution of 5% when the employee contributes 8% per pay.



Family Is Important to Us

Synchrony understands the value of giving you time to manage your work life and home life, enjoy experiences with family and friends, travel, and explore your passions outside of the workplace. Below are some ways we help provide the time and flexibility you need to achieve a better work-life balance.

Paid Time Off/Flexible Work Schedule

Full-time employees are eligible for 4 weeks of paid time off (PTO) per calendar year, which can be used as vacation, sick, or personal days. In addition to PTO, Synchrony offers 11 paid holidays per year and a paid winter holiday break, during which our offices are closed from Christmas Eve through the end of the year. We are also happy to offer optional summer hours from Memorial Day through Labor Day, comprising extended hours Monday through Thursday to allow for early Friday dismissal.

We understand that daily life requires flexibility, and that life doesn't stop during normal business hours. At Synchrony, we work together to maintain a progressive and productive environment while offering flexibility in work schedules during those times when "life happens."

Parental/Family Leave

We recognize an employee's need to request a leave of absence to take care of personal and family matters. Synchrony grants 12 weeks of job-protected parental leave in a rolling calendar year for employees in the event of childbirth, adoption, or placement of a foster child in the home. Up to 8 weeks of parental leave will be with full pay.

We offer up to 12 weeks of unpaid leave to employees who need to stay home to care for themselves or a sick or injured parent, child, or spouse. In accordance with the National Defense Authorization Act's amendments to the Family and Medical Leave Act (FMLA), Synchrony grants up to 26 weeks of unpaid leave to eligible employees to care for covered military service members injured in the line of duty.

Employee Assistance Program

Life is multifaceted, and work is just one part of it. We respect employees' personal health and needs, and those of their families, and we do our best to make it easier to balance these priorities. Synchrony offers BalanceWorks®, an enhanced employee assistance program (EAP) designed to facilitate achieving/maintaining work-life balance. The program provides support for employees and their immediate families across a wide range of circumstances or life challenges, including marriage and family issues, emotional disturbances, drug and alcohol abuse/dependency, financial hardship, and other life-changing events.