



LINDT & SPRÜNGLI
MASTER SWISS CHOCOLATIER
SINCE 1845

BENEFITS AT A GLANCE

Stratham, New Hampshire Full Time Employee



PROMOTING HEALTH AND WELLBEING AT LINDT USA

Our goal is to empower a vibrant, healthy workforce that actively engages with the education and support offered to improve the physical, emotional, and financial wellbeing of our employees and their families.



HEALTH INSURANCE

Anthem PPO or High Deductible Health Plan with HSA (including company contribution)

DENTAL INSURANCE

Delta Dental PPO plus Premier Network (4 cleanings per year)

VISION INSURANCE

Vision Care Insurance (Employee Paid Benefit)

WEIGHT WATCHERS

50% employer paid meetings on site

ACTIVITY RELATED CLUBS

Many employees enjoy clubs such as golfing, biking, running, and bowling, as well as events like Reach the Beach and fitbit challenges.

ON-SITE FITNESS CENTER

24/7 access to a fitness center that features cardio and strength training equipment, locker rooms, showers, and free exercise classes

OTHER BENEFITS

Sit to stand workstations; on-site Lindt subsidized cafeteria with salad bar and new menus daily



PAID TIME OFF / PAID HOLIDAYS

Lindt observes 12 holidays and offers 18 days Paid Time Off to start

SUMMER HOURS

The workday ends at 3:00pm on all Fridays between Memorial Day and Labor Day

PRESIDENT'S CLUB

Each year, two employees who demonstrate superior service, initiative, leadership, innovation, and commitment to community are elected by their peers. The individuals receive company wide recognition, a framed certificate, a monetary award, and a premier parking space

FLEXIBLE WORK OPTIONS

Requests for non-traditional work schedules (ex. flextime, job share, telecommuting, etc.) are reviewed and approved on a case by case basis

VOLUNTEER OPPORTUNITIES

Lindt USA is a proud supporter of United Way, Autism Speaks, Pease Greeters, and New Hampshire Public Television

EMPLOYEE ASSISTANCE PROGRAM

The Employee Assistance and Work / Life Program helps employees and their household members manage issues that can interfere with their job performance and personal wellbeing

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LINDT USA :

Where distinctly supportive leadership, global career opportunities, and the world's most amazing chocolate come together. *Come grow with us!*



MEDICAL FLEXIBLE SPENDING ACCOUNT

Pre-tax dollars you set aside from your paycheck to be used toward future medical and approved over the counter prescriptions

DEPENDENT FLEXIBLE SPENDING ACCOUNT

Pre-tax dollars you set aside from your paycheck to be used toward future dependent care (ex. daycare, preschool, summer camp, etc.)

LIFE / AD&D INSURANCE PLANS

Company paid Life and Accidental Death & Dismemberment plans, 2x annual base salary

SUPPLEMENTAL / DEPENDENT LIFE INSURANCE

100% post-tax employee paid plans, up to 5x annual base salary on self and spouse and up to \$25000 child life available

PET INSURANCE

Access to discounted group rates for pet insurance; cost based on age and type of pet

DISABILITY

Short term: company paid plan 60% of annual base salary; long term: company paid plan of 66.67% of annual base salary

401(k) PLAN

100% Company Match on the first 3% of employee contributions and 50% Company Match on the next 2% of employee contributions. Company contributions are immediately 100% vested

PAID PARENTAL LEAVE

2 weeks paid parental leave to bond with your new child

EMPLOYEE REFERRAL BONUS PROGRAM

Eligible employees receive a gross payment of \$1500 for the referral of a candidate who accepts a full time position and completes 90 days of service

50% EMPLOYEE DISCOUNT

Discount applied to regularly priced merchandise purchased at any Lindt shop location

EDUCATIONAL ASSISTANCE

Up to \$7500 per year for undergraduate and \$12500 for graduate degrees

ADOPTION ASSISTANCE

80% reimbursement of eligible expenses related to adoption, up to \$2500 per family per adoption

DISCOUNT PROGRAMS

Movie passes at Regal Cinemas; amusement park tickets at Six Flags, Water Country, and Canobie Lake Park; skiing discounts at Waterville, Sunday River, Loon, and more

DRY CLEANING / ALTERATION SERVICES

Free pick up and delivery of dry cleaning and alteration services at the Stratham Campus

COMMUNITY SUPPORTED AGRICULTURE

Enroll in a local fresh vegetable, fish, and / or meat CSA and your shares are delivered to the Stratham Campus

THANKSGIVING TURKEY GIVEAWAY

Free turkeys for Lindt employees given out every year on Thanksgiving at the Stratham Campus



Why do Lindt employees love life on the New Hampshire seacoast? Video: jobs.lindtusa.com/working-at-lindt-usa

