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The Irvine Company offers a generous benefits package for all qualifying employees. Following is a brief summary of our benefits:

- Paid vacation, holidays and sick leave
- Comprehensive medical, dental and vision programs (with PPO and HMO options for medical and dental plans).
- Eligibility to participate in the company's 401(k) savings plan. After one year of employment and 1,000 hours worked, the company savings plan provides a dollar-for-dollar match on your contributions of up to 4% of eligible base salary.
- Term life insurance, accidental death and dismemberment insurance, short-term disability and long-term disability benefits are provided by the company.
- Tuition reimbursement
- Other benefits include flexible spending accounts, supplemental life insurance, voluntary long term care insurance, an employee assistance program, a wellness program and various employee discounts.

*This is only a brief summary of Irvine Company's Benefits Program. Irvine Company reserves the right to change or modify these benefits at any time. The various plans, programs, or key features mentioned above are governed by Plan Documents that detail the exact terms and conditions that apply. In the event of a discrepancy or omission in this summary, the Plan Document will always govern.*