

benefits

As a Nordstrom employee, you should feel confident that your health and well-being are among our highest priorities. To that end, Nordstrom offers comprehensive, flexible benefits to our employees and their families.

Health Benefits

Medical/Vision
Medical, vision and prescription drug coverage.

Dental
Basic, preventive dental services and orthodontia.

Employee Assistance Program
Confidential consultations, information and referrals, 24 hours a day.

Income Protection

Life Insurance
Financial protection in the event of a covered family member's death.

Disability Program
Income replacement to assist you if you are unable to work due to disability.

Long Term Care
Financial protection for you or an enrolled family member who can no longer perform covered everyday activities.

Accidental Death & Dismemberment Insurance
Financial protection for you and your eligible family members in the event of accidental death or dismemberment.

Retirement Benefits

401(k) Plan
Defer a percentage of your pay as pretax deferrals, post-tax Roth deferrals or a combination of both. Nordstrom matches your deferral, dollar for dollar, up to 4%.

Profit Sharing
Share in the Company's success through Company contributions to your retirement account.

Employee Stock Purchase Plan
Purchase Nordstrom stock at a discount.

Flexible Spending Accounts

Set aside pretax dollars to pay for eligible health care, dependent care and commuter expenses.

Time Off

Leave of Absence Program
Time away to recover from an illness, care for a family member or serve in the military.

Paid Time Off
Time off with pay for your personal and family needs.

Sabbatical Program
Six weeks of unpaid time off to use any way you like.

Life/Work Benefits

Merchandise Discount
A 20% or 33% discount for regular employees and eligible dependents.

Group Legal Services
Access to local legal assistance for a wide range of services.

Group Home/Auto Insurance
Group, discounted insurance rates for auto, home, renters and other personal property.

Discounts and Services - Workstream Rewards
Discounts on high-quality goods and services.

Resources and Referrals - LifeCare
Counseling, education and referral services to help you make life decisions on everything from childcare and academics to financial services and retirement.

Additional Benefits and Services

Direct Deposit
Jury Duty Pay
Nordstrom Bank
Nordstrom Federal Credit Union
U.S. Savings Bonds

