



# Full-Time Employee Benefits Summary

## MEDICAL, DENTAL, VISION & FLEXIBLE SPENDING ACCOUNTS

Comprehensive medical, dental, and vision coverage is available to Team Members and their qualifying dependents with SECU covering a portion of the medical and dental premiums. Team members can choose between a Preferred Provider Organization (PPO) or High Deductible Health Plan (HDHP) for their medical coverage. Dental coverage options include a base plan, and a base plan that includes orthodontic coverage for minor children 18 and under. A Health Savings Account (HSA) is available to enroll in along with the HDHP, and in addition to the HSA, SECU offers flexible spending accounts for medical (FSA) and dependent care (DCFSA) expenses.

## SECU'S 401(K) RETIREMENT SAVINGS PLAN

SECU offers immediate 100% vesting for both employee and employer contributions as well as a **200% match** on employee contributions of 1-5%. The maximum employer match on employee contributions of 5% or more is 10%. Various investment options are available through Fidelity Investments, including the SECU Retirement Savings Account. Employees may also choose to participate in a Roth 401(k).

## EMPLOYEE LOAN DISCOUNT PROGRAM

A 1% rate discount is available to full-time employees when obtaining a vehicle or fixed-rate mortgage loan with SECU.

## PAID TIME OFF

SECU observes 11 **paid holidays** per year. In addition, all Team Members, regardless of length of employment, are provided 24 floating holiday hours, 40 hours bereavement leave, and 8 hours volunteer time per year. Branch employees receive 16 additional hours of flex time annually, subject to proration. SECU also offers paid parental and caregiver leave to employees who become eligible.

SECU offers a generous PTO accrual based on length of employment with a maximum accrual rate of 32 days per year accrued monthly. Employees may carry 320 hours over to the next calendar year.

Years of Service	2024 Annual Accrual Rate
Less than 5 Years	22 Days
5 but less than 10	26 Days
10 but less than 15	28 Days
15 but less than 20	30 Days
20 or more years or SVP level and above	32 Days

## EDUCATIONAL OPPORTUNITIES

Employees may be reimbursed up to 100% of tuition, books, and fees for obtaining an Associate in Arts or Science degree through the N.C. Community College System's College Transfer Program. Financial support is also available toward a bachelor's degree (business-related) and a master's degree in a business-related field.

## EMPLOYEE ASSISTANCE PROGRAM

SupportLinc is a no-cost, confidential program available to all employees and their benefit-eligible family members. Licensed counselors are available 24 hours a day, 365 days of the year for support, guidance, and referrals to help you resolve a broad range of concerns such as family problems, stress, anxiety, depression, substance abuse, childcare referrals, legal services, elder and adult care referrals, financial planning and more!

## ESTATE PLANNING ESSENTIALS PROGRAM

Eligible full-time employees can participate in SECU's Estate Planning Essentials program where they can meet with participating attorneys who prepare estate planning documents at a predetermined price of \$325 for an individual and \$425 for a married couple with substantially similar estate plans whose documents are prepared at the same time. Employees can participate and receive a one-time subsidy of \$325!

## OTHER BENEFITS

At their own expense, Team Members can also elect accident, critical illness, hospital indemnity, legal, identity theft, and pet insurance coverage.

## LIFE INSURANCE

SECU provides employer paid basic life and accidental death & dismemberment (AD&D) coverage as a required core benefit through MetLife at 1x base salary with a minimum coverage amount of \$50,000 (subject to an age reduction schedule).

SECU also offers supplemental employee life, spouse life, and child life at guaranteed issue amounts for new employees, which means there are no required insurability applications! For supplemental employee life, new hires can enroll in coverage of 3x base salary, or \$300,000, whichever is less. New employees can also enroll in spouse life up to \$50,000 and child life for \$10,000. These premiums would be fully covered by the employee. Please note age reduction schedules do apply to supplemental and spouse life.

## LONG TERM DISABILITY INSURANCE (LTD)

LTD coverage is a required core benefit. Team Members can elect LTD benefits to begin after a period of 90 or 180 days of disability. SECU covers 100% of the premium for 180-day elimination period coverage and partially covers the premium for the 90-day elimination period. The maximum benefit is 60% of base salary up to \$15,000 per month (subject to offset from other income sources).

## SHORT TERM DISABILITY INSURANCE (STD)

Eligibility for coverage begins the first of the month following 6 months of continuous full-time employment. The maximum benefit is 80% of base salary up to 90 days (less a 10-day elimination period). SECU covers the full premium for this benefit.

